

The BCG Attorney Search 2022 State of the American Lateral Law Firm Market Report

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The 2022 State of the Legal Hiring Market report by BCG Attorney Search is a comprehensive guide to the current state of the legal hiring market. Despite recent challenges, the legal hiring market remains strong, with law firms continuing to invest in their workforce and many candidates remaining in high demand.

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Introduction

We help find jobs at law firms every year through our work with hundreds of attorneys. BCG Attorney Search compiles extensive data on the attorney hiring market. We gather information on candidates' practice areas and locations getting the most traction with law firms (through interviews and placements). From a firm hiring perspective, we can objectively assess which practice areas and locations are in demand from extensive data provided by law firm job postings. Besides analyzing the data, we also examine more significant market trends that influence hiring.

Ten percent of attorneys are actively seeking new job opportunities. Nearly half of all lawyers report being open to new job opportunities. With lower job satisfaction, longer workweeks, and higher burnout rates in 2021 due to COVID-19, the legal market is being shaken up. Moreover, the highest resignation rates are seen in employees between 35 and 45, after 4 million Americans quit their jobs in July 2021 after a peak in April (referred to as the Great Resignation).

With tech companies expanding and hiring at massive levels (showcasing a higher need for in-house counsel) and companies expanding in-house positions to meet a changing workforce, now is the perfect time to prepare for a possible job search. COVID-19 has changed us all - this exodus at companies should not come as a surprise. As a result of diminished self-care, a strained work-life balance, and a shifting marketplace that accepts long-term remote-work environments, lawyers are no longer afraid of making rapid career pivots.

What are some ways to prepare for this shift? Ensure that you have profiles on BCG Attorney Search and LawCrossing, and make sure your resume is always current. Those are essential for a legal job search in the digital age.

The legal market is at one of its most active hiring levels, and a resume from 1995 will not cut it in a digital-age search. You need to create a deal sheet, get in touch with your network, reach out to old mentors, increase your skills (take that data privacy certification you have always wanted to get), and be fearless in applying for opportunities that exist right now in the legal market.

You can find in-house legal work through companies like LawCrossing, which allows you to set your parameters for in-house counsel jobs. Now is the best time to make changes in your career - we all deserve professional fulfillment and happiness.

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Despite National Hiring Slowdown, Legal Jobs Grew In August 2021

According to the most recent Bureau of Labor Statistics jobs report (at the time of writing), the legal profession continued its steady climb out of an April 2020 rut by adding 4,300 new jobs in August.

Compared to a disappointing national jobs report, lawyers and legal professionals got good news, which showed just 235,000 jobs added in August. Nationally, 586,000 jobs have been added each month this year. Nearly 1 million jobs were added in July alone.

The Bureau's report lowered the number of legal jobs added in July by 1,500, continuing its tendency to overstate job growth in initial reports. Since April 2020, the profession has added roughly 3,000 jobs per month.

BLS's umbrella category for professional and business services added 74,000 new jobs in August, including legal services.

In August, unemployment fell to 5.2%. The rate was 3.5% before the pandemic. At law firms, lawyers and staff

have divided opinions about returning to work, with some of the latter group feeling they will not gain as much from being in the office.

Changes have taken place in the market. As a result, we are becoming better at what we do. Thanks to our hiring and interview data, we noticed a significant shift in the market that is driving an increase in the demand for different types of attorneys. There is a good chance that we will have opportunities for everyone who approaches us in the future.

This news from a legal recruiter indicates an unprecedented sea of change. There are more types of employment available than ever before. A social movement has changed the legal market itself. Our team made four placements just before Christmas. As the New Year approached, we continued to make placements. Lawyers are in high demand if you know where to look.

My career has never seen a market so receptive to legal recruiters.

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2021 Hiring and Interview Statistics for BCG Attorney Search

Status	Practice Area	2020	2021	Growth or Decline	Rank 2019	Rank 2020
Interview	Alcohol Beverage Law	0.02%	0.07%	299.41%	37	37
Placed	Alcohol Beverage Law	0.00%	0.22%	100.00%	34	32
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Antitrust and Competition	0.84%	0.69%	-17.46%	24	25
Placed	Antitrust and Competition	1.01%	1.46%	44.02%	19	13
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Banking and Finance	3.36%	2.34%	-30.42%	7	10
Placed	Banking and Finance	4.38%	2.75%	-37.19%	6	8
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Bankruptcy	3.95%	2.21%	-44.13%	6	11
Placed	Bankruptcy	4.13%	3.07%	-25.59%	7	6
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Construction	1.05%	0.65%	-38.15%	18	26
Placed	Construction	0.43%	0.32%	-25.32%	27	28
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Corporate	8.40%	10.44%	24.31%	2	2
Placed	Corporate	6.84%	13.52%	97.60%	2	2
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Data Privacy	1.43%	1.34%	-6.37%	14	15
Placed	Data Privacy	1.88%	1.14%	-39.69%	14	16
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Education	0.90%	0.80%	-11.47%	21	22
Placed	Education	0.58%	0.65%	12.01%	26	25
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Electric Power	0.06%	0.03%	-55.07%	36	38
Placed	Electric Power	0.00%	0.00%	0.00%	35	36
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Energy and Oil & Gas	0.90%	1.01%	12.80%	22	21
Placed	Energy and Oil & Gas	0.65%	0.73%	11.18%	24	21

Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Entertainment and New Media	1.15%	1.07%	-7.06%	16	20
Placed	Entertainment and New Media	0.29%	0.32%	12.01%	31	29
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Environmental and Land Use	1.13%	1.78%	58.17%	17	13
Placed	Environmental and Land Use	1.52%	3.00%	97.00%	16	17
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	ERISA/Executive Compensation	0.71%	1.09%	52.90%	26	19
Placed	ERISA/Executive Compensation	0.72%	0.97%	34.42%	23	19
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Family Law	1.82%	1.22%	-32.93%	13	17
Placed	Family Law	3.77%	1.07%	-71.57%	8	17
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Food & Drug Administration	0.86%	0.52%	-38.79%	23	28
Placed	Food & Drug Administration	2.17%	0.00%	-100.00%	11	35
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Government and Government Relations	0.61%	1.17%	90.02%	29	18
Placed	Government and Government Relations	0.14%	0.83%	475.00%	33	20
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Government Contracts	0.19%	0.11%	-43.08%	34	36
Placed	Government Contracts	0.00%	0.00%	0.00%	36	37
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Healthcare	0.77%	1.86%	140.12%	25	12
Placed	Healthcare	0.29%	1.24%	329.38%	32	15
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Immigration	0.68%	2.84%	317.20%	27	8
Placed	Immigration	0.87%	2.24%	157.63%	20	11
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Insurance Coverage	1.28%	1.30%	1.69%	15	16
Placed	Insurance Coverage	0.43%	1.30%	198.70%	28	14
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Insurance Defense	2.17%	2.89%	33.43%	11	6
Placed	Insurance Defense	2.13%	2.51%	17.85%	13	10
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Intellectual Property	1.01%	0.36%	-64.05%	20	30
Placed	Intellectual Property	0.87%	0.32%	-62.66%	21	27
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021

Interview	Intellectual Property - Litigation	2.90%	0.73%	-74.69%	8	24
Placed	Intellectual Property - Litigation	2.39%	0.65%	-72.85%	10	23
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Intellectual Property - Patent Prosecution	5.76%	2.88%	-50.07%	3	7
Placed	Intellectual Property - Patent Prosecution	4.86%	2.60%	-46.50%	8	9
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	International Trade	0.36%	0.34%	-5.18%	32	31
Placed	International Trade	0.87%	0.13%	-85.06%	22	33
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	IP- Trademark/Copyright	1.86%	1.71%	-7.94%	12	14
Placed	IP- Trademark/Copyright	1.38%	0.49%	-64.63%	17	26
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Labor & Employment	3.98%	3.92%	-1.58%	5	5
Placed	Labor & Employment	6.30%	3.86%	-38.71%	3	5
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Litigation	38.17%	38.15%	-0.05%	1	1
Placed	Litigation	36.19%	35.97%	-0.59%	1	1
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Maritime and Transportation	0.14%	0.31%	119.67%	35	32
Placed	Maritime and Transportation	0.43%	0.22%	-50.22%	29	31
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Municipal Law	0.53%	0.76%	42.81%	30	23
Placed	Municipal Law	0.43%	1.57%	260.93%	30	12
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Other	0.28%	0.21%	-24.11%	33	33
Placed	Other	0.65%	0.26%	-60.17%	25	30
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Patent Agents	0.62%	0.61%	-1.15%	28	27
Placed	Patent Agents	2.61%	0.65%	-75.11%	9	22
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Real Estate	5.73%	6.73%	17.39%	4	3
Placed	Real Estate	5.54%	7.66%	38.40%	4	3
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021

Interview	Tax	2.22%	2.44%	9.88%	10	9
Placed	Tax	2.17%	0.97%	-55.19%	12	18
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Technology Transactions	1.01%	0.12%	-88.64%	19	34
Placed	Technology Transactions	1.30%	0.65%	-50.22%	18	24
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Telecommunications	0.00%	0.11%	100.00%	38	35
Placed	Telecommunications	0.00%	0.00%	0.00%	37	38
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Trust and Estates	2.66%	4.68%	75.48%	9	4
Placed	Trust and Estates	1.74%	6.52%	274.62%	15	4
Status	Practice Area	2020	2021	Growth or Decline	Rank 2020	Rank 2021
Interview	Workers Compensation	0.50%	0.52%	4.47%	31	29
Placed	Workers Compensation	0.00%	0.13%	100.00%	38	34

2021 Growth or Decline by Practice Area

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Placements 2021 Growth or Decline

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Interviews 2021 Growth or Decline

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Regions Differences in Interviews and Placements Between 2021 and 2020

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Niche Practice Areas that Grew in 2021

Data Privacy and Cybersecurity

Cyber-attacks increased as much of the working world moved online. From state bar associations to the federal government, numerous organizations and entities have developed new data security laws to better protect people's private information.

Law firms are increasingly required to provide clients with up-to-date legal counsel and support as laws surrounding client and consumer data protection evolve.

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M&A

As the pandemic has wreaked havoc on markets--upending some and expanding others--it should come as no surprise that companies have been restructuring more than usual, as well as those areas of law that deal with mergers and acquisitions.

The economy is temporarily undervalued in specific sectors, and others such as pharmaceuticals and tech are still growing, so we can expect active M&A to continue in 2022. Law firms will continue to provide corporations with legal advice and documents relating to financing and contracts.

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Bankruptcy

For some businesses, PPP loans helped bridge the gap, but every business' situation is different. The economy continues to be volatile, which has made running a business challenging for some. Some who the pandemic financially impacted last year have not fully recovered. In any case, bankruptcy rates remain higher than average.

In addition, PPP loans sometimes expire earlier than businesses are prepared for, so these challenges have not disappeared. Companies filing for bankruptcy will continue to need legal guidance and advice.

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Taxes and Estate Planning

Tax law changes may be possible under a new administration, including lowering the estate tax exemption thresholds and eliminating step-ups in basis. While these potential changes already sparked a flurry of activity in 2021, clients looking to establish trusts to protect their wealth will likely continue to do so in 2022.

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Employment

Changes to employment routines have opened the door to employment-related litigation.

Remote working has changed or even eliminated many companies' timekeeping practices. The sudden switch opened employers up to issues they were not adequately prepared for, from workers asking for reimbursement for the costs of working from home to employees feeling pressured to work outside regular business hours.

Further, many frontline workers felt they had to choose between their health and jobs. There are sure to be more lawsuits as employers attempt to balance the economic benefits of reopening or expanding in-person services with employee health precautions and local Covid guidelines.

Businesses that reopened in 2021 have faced several pitfalls, including hastily written (or non-existent) policies, vaccination requirements, discrimination, and disclosures of private health information.

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2022 Outlook for the Top Five Practice Areas of 2021 Litigation Outlook in 2022

After nearly two years of a highly unusual litigation environment in our rear-view mirror, what can we expect in 2022?

Although COVID will remain an ever-present threat in 2022, its impact on litigation trends will be significantly diminished. Courts around the country have been open during COVID. Depending on the circumstances, they have adapted. Courts can now seamlessly switch from virtual to in-person hearings. The physical infrastructure is in place for jury trials, including plastic dividers and socially distant cha. Expectations have been adjusted to reflect absences of parties, attorneys, or jurors without notice due to infection, close contact, or closed schools.

Attorneys will continue to conduct less business in court than in a pre-pandemic setting.

The Future of Virtual Litigation is Now

As the legal system adjusts to the "new normal," virtual hearings, mediations, and arbitrations will continue to become more prevalent in 2022. Virtual litigation reduces costs to parties and reduces the likelihood of infection while enabling parties to multi-task when school closings or quarantines would otherwise delay

proceedings. The move to Zoom and WebEx will continue as traditionalists are forced to adapt to virtual litigation, and a younger generation grows up with virtual litigation.

The Backlog is Still a Work in Progress

It takes significantly longer to get a case to trial due to a systemwide litigation pause in 2020 and at least 18 months of reduced volume. The court system is being forced to deal with criminal cases first, limiting the amount of space and staff available for civil cases. Increased arbitration, bench trials, and more settlements will reduce the backlog as businesses realize these problems are unlikely to resolve soon.

Politics are... Politics

Eviction moratoriums, stimulus checks, extended unemployment benefits, labor and supply shortages, vaccines, masks: all these unique and unusual factors affect virtually every aspect of business, creating a crucible for litigation in nearly all areas.

With the resumption of residential evictions, the people and their money will be on the move. As a result of the eviction moratorium, for both landlords and tenants, the rental housing market will be subject to increased friction that will result in more litigation in the residential and commercial real estate markets.

In addition to labor shortages and rising wages, the end of extended unemployment benefits and the waning effect of stimulus checks will hurt the labor market, contributing to an active employment litigation sector.

With no state or federal consensus, the regulation and enforcement of masks and vaccination are a jumble of federal, state, and local government action with additional measures from the private sector.

Lawyers will be able to help businesses with these issues. Entrepreneurial lawyers have already addressed this changing environment by drafting clauses and filing lawsuits, while legislatures are lagging far behind, so there will be many new and murky issues for overburdened courts to resolve.

[In litigation, 2022 promises to be anything but business as usual.](#)

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Corporate Outlook in 2022

Despite how dismal the legal market may have looked in the early days of the pandemic, the industry has shown remarkable resilience. The third quarter of 2021 saw legal demand reach record levels year over year, allowing firms to raise their rates, and productivity reached its highest level in three years. Although these growth rates are mainly due to the low baselines 2020 created, demand is up solidly against pre-pandemic 2019, while productivity is down less than 1%. The third quarter of 2021 was nonetheless reminiscent of previous high times for the legal industry - not bad for an industry that is just 18 months removed from its depths.

Throughout 2021, corporate clients increasingly sought external expertise to help them navigate these choppy waters, so the average amount corporate law departments spent on outside counsel in 2021 is now higher than it has ever been - in fact, it is 35% higher than in 2016.

Current market optimism about legal spending is at its highest point in a decade. Four out of ten corporate clients anticipate an increase in legal expenditures in the next year; only half as many (20%) expect a decrease. This represents the highest expectation of a boost and the lowest expectation of a reduction in the last ten years.

How does that affect law firms? Most - but not all - law firms experienced growth this year, with corporate work, especially M&A work, leading the way. Corporate work has seen a healthy 11% increase in demand year to date among the largest law firms, even compared to the last "normal" year, 2019.

Many legal market prognosticators say that helping corporate clients manage regulatory uncertainty will be a

crucial growth area as more local and national governments around the world begin to adjust their regulatory requirements to better deal with the lingering problems of the pandemic and some of the compliance issues - such as those involving government fraud and illicit financial schemes -- that became all too common during the pandemic. It is also expected that environmental, social, and corporate governance regulations will increase. Regulatory issues are predicted to rise as indicated by legal spending forecasts from corporate clients, with the regulatory practice area expected to be the most substantial growth area in 2022.

What Clients Want

During the transition from the worst of the crisis to what could be a new normal in 2022, corporate clients will look to their outside law firms to provide innovative and collaborative solutions to their strategic priorities - and help them anticipate challenges and reduce their overall risk. Although each corporate law department faces unique challenges, proactive risk mitigation and cost control are the most common.

Specifically, according to our research, corporate clients want their external law firms to demonstrate three significant attributes: strategic advising, innovative solutions, and collaborative relationships. Even though we have seen some fascinating examples of law firms providing innovative solutions to client challenges, on the whole, firms are not landing coordinated, innovative solutions. Therefore, this still represents a massive opportunity for external law firms who wish to differentiate themselves from the competition - if they can do it right.

In addition, clients seem unwilling to sit tight and wait for their law firms to figure out all of this for them. Corporate law departments are increasingly developing mechanisms to control, monitor, and assess their legal spending and the efficiency of providing legal services. Thus, corporations will continue to put more pressure on their outside law firms in 2022 to demonstrate higher levels of efficiency and offer more innovative pricing and delivery methods.

The legal needs of corporate clients have increased over the past year. Therefore, legal spending is expected to remain healthy throughout 2022. Contracts will be awarded only to those law firms that can demonstrate efficient use of their budgets in helping corporate law departments tackle the challenges they face.

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Real Estate Outlook in 2022

A robust economy and strong demand from investors and occupiers across all property types will lead to a strong year for U.S. commercial real estate in 2022. As monetary policy tightens, we expect a record year of investment activity, driven by abundant capital and liquid debt markets, which will drive up values even as interest rates rise.

Policy Changes and Commercial Real Estate

According to the recently passed Infrastructure and Investment and Jobs Act, \$550 billion will be spent on physical infrastructure over the next 10 years, which could boost commercial real estate in 2022 and beyond. Positive effects include higher short- and long-term economic growth, which leads to increased demand for commercial real estate as new projects begin and long-run productivity improves. Small markets could develop in new ways, and improved infrastructure would help local businesses thrive.

The Washington D.C. policymakers are considering a \$1.75 trillion social spending bill over 10 years. Several provisions are likely to benefit the property market. Lower- and middle-income workers could benefit from increased tax credits and healthcare subsidies. A substantial investment in green initiatives and affordable housing could increase demand in specific property sectors and regions, while universal pre-K and expanded Pell grants could expand the workforce over time.

A significant aspect of this bill relates to the tax code, which presents some risk for commercial real estate. There will be a 3.8% increase in net investment income tax (which will cover rent and capital gains), a surtax on taxpayers with income over \$10 million, and tax incentives for clean energy infrastructure and building retrofits. Many of the proposed tax changes--including those affecting the 1031 exchange, carried interest treatment, and an increase in the capital gains tax rate--are now off the table.

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Trust and Estates Outlook in 2022

Estate Planning Trends in 2022

In the estate planning space, I anticipate a continued trend of digitization. It is now possible to create an end-to-end digital Will. However, federal and state laws need to catch up. As a result of the pandemic, several states began to recognize documents that were notarized online, digitally, and remotely. More states are likely to jump onto this trend in the coming years as they begin to recognize remote online notarization services (RON) and e-Wills as legal documents.

We expect and hope to see individuals realize how crucial it is to include crypto and other digital assets as part of their estate planning activities. It is all too common that individuals pass away without leaving any traces for their loved ones to access their cryptocurrency. To do so with security, foresight, planning, and preparation are required, which can all be achieved through an estate plan.

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Labor & Employment Outlook in 2022

There will be plenty of job opportunities in 2022, according to these three factors:

Demand for goods will remain high.

According to the latest report from the Commerce Department, consumer spending was higher than expected in October. During the holiday season, businesses hire more workers to produce, ship and sell more merchandise to keep up with consumer demand.

Especially across retail and manufacturing, the industries with the most job openings are experiencing the highest turnover rate. When businesses face a labor shortage, they will do what they can to attract and retain workers through better pay, perks, and working conditions.

Compared to previous months, the Labor Department reported 10.4 million job openings in September, with the most significant increases in health care and social assistance, state and local government, excluding education, wholesale trade, and information roles.

As of October, the U.S. labor market added 531,000 new jobs, led by roles in leisure and hospitality, professional and business services, manufacturing, and transportation and warehousing. After a disappointing summer for job creation, The Washington Post reports that the Bureau of Labor Statistics underestimated job growth by a cumulative 626,000 jobs between June and September.

Demand for services is recovering.

The contagious Delta variant of COVID-19 pushed many in-person events from 2020 into 2021 and moved many more into 2022. It is predicted that many events postponed for the last two years will finally happen in 2022 due to improved vaccination rates and pandemic conditions.

This means more vacations, concerts, weddings, conferences, and other live events and the need to staff up for all of these occasions.

Corporate leaders are also counting on 2022 as the year more workers return to work and business operations return to normal after the pandemic. Industry forecasts predict that global business travel will increase by 37% next year to over \$1 trillion.

The need for workers in sectors such as transportation, leisure, hospitality, and other services (including auto workers, hairdressers, and laundry workers) will increase as people return to daily life.

Biden spending bills will add more jobs.

Joe Biden signed the \$1 trillion Infrastructure Investment and Jobs Act into law. In addition to funding public transportation and broadband projects, the infrastructure bill aims to improve U.S. roads, bridges, and water systems.

According to some reports, the infrastructure bill will help create 1 million jobs over the next five years, with construction creating the most jobs.

The pandemic has displaced a substantial number of workers. The labor force participation rate, a measure of how many people are employed or actively seeking employment, has remained steady at 61.6%, down 1.7 percentage points from pre-pandemic levels.

It is expected that more Americans will re-enter the labor force in the new year as the unemployment rate steadily decreases and job opportunities abound. Moreover, with many people not working due to health concerns, improving pandemic conditions may encourage them.

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Regional Differences in Interviews and Placements Between 2020 and 2021

Status	Region	Practice Area	2020	2021	% of Growth
Interviews	East	Alcohol Beverage Law	0.02%	0.02%	2.37%
Interviews	West	Alcohol Beverage Law	0.00%	0.02%	100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Alcohol Beverage Law	0.00%	0.22%	100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Antitrust and Competition	0.40%	0.31%	-22.04%
Interview	Midwest	Antitrust and Competition	0.00%	0.11%	100.00%
Interview	South	Antitrust and Competition	0.00%	0.03%	100.00%
Interview	Southwest	Antitrust and Competition	0.00%	0.06%	100.00%
Interview	West	Antitrust and Competition	0.54%	0.31%	-41.74%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Antitrust and Competition	0.43%	0.97%	122.58%
Placed	Midwest	Antitrust and Competition	0.00%	0.16%	100.00%
Placed	West	Antitrust and Competition	0.58%	0.32%	-44.35%
Status	Region	Practice Area	2020	2021	% of Growth
Interviews	East	Banking and Finance	1.43%	1.53%	6.73%
Interviews	Midwest	Banking and Finance	0.12%	0.20%	61.23%
Interviews	South	Banking and Finance	0.86%	0.27%	-68.19%
Interviews	Southwest	Banking and Finance	0.13%	0.08%	-43.52%
Interviews	West	Banking and Finance	0.39%	0.27%	-29.32%
Status	Region	Practice Area	2020	2021	% of Growth

Placed	East	Banking and Finance	3.04%	2.41%	-20.86%
Placed	Midwest	Banking and Finance	0.29%	0.00%	-100.00%
Placed	South	Banking and Finance	0.43%	0.00%	-100.00%
Placed	Southwest	Banking and Finance	0.17%	0.00%	-100.00%
Placed	West	Banking and Finance	0.43%	0.32%	-25.81%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Bankruptcy	2.19%	1.02%	-53.20%
Interview	Midwest	Bankruptcy	0.19%	0.40%	114.97%
Interview	South	Bankruptcy	1.18%	0.06%	-95.18%
Interview	Southwest	Bankruptcy	0.05%	0.04%	-29.81%
Interview	West	Bankruptcy	0.69%	0.13%	-81.98%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Bankruptcy	2.39%	1.74%	-27.16%
Placed	Midwest	Bankruptcy	0.00%	0.54%	100.00%
Placed	South	Bankruptcy	1.74%	0.65%	-62.90%
Placed	West	Bankruptcy	0.00%	0.13%	100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Construction	0.40%	0.17%	-58.66%
Interview	Midwest	Construction	0.00%	0.10%	100.00%
Interview	South	Construction	0.09%	0.16%	76.07%
Interview	Southwest	Construction	0.14%	0.05%	-67.24%
Interview	West	Construction	0.28%	0.10%	-65.20%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Construction	0.00%	0.16%	100.00%
Placed	Midwest	Construction	0.00%	0.00%	00.00%
Placed	South	Construction	0.00%	0.16%	100.00%
Placed	West	Construction	0.43%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Corporate	6.38%	7.51%	17.66%
Interview	Midwest	Corporate	0.39%	1.07%	176.64%
Interview	South	Corporate	1.59%	0.66%	-58.14%
Interview	Southwest	Corporate	0.73%	0.34%	-53.80%
Interview	West	Corporate	1.56%	2.33%	49.24%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Corporate	3.91%	10.90%	178.64%
Placed	Midwest	Corporate	0.72%	1.77%	144.84%
Placed	South	Corporate	1.16%	0.22%	-81.45%
Placed	Southwest	Corporate	0.17%	0.00%	-100.00%
Placed	West	Corporate	0.87%	0.54%	-38.17%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Data Privacy	0.51%	0.86%	69.37%
Interview	Midwest	Data Privacy	0.06%	0.18%	177.85%
Interview	South	Data Privacy	0.00%	0.01%	100.00%
Interview	Southwest	Data Privacy	0.03%	0.11%	268.52%

Interview	West	Data Privacy	0.79%	0.22%	-72.30%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	Midwest	Data Privacy	0.14%	0.16%	11.29%
Placed	West	Data Privacy	1.74%	0.32%	-81.45%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Education	0.45%	0.48%	7.28%
Interview	Midwest	Education	0.00%	0.16%	100.00%
Interview	South	Education	0.00%	0.03%	100.00%
Interview	Southwest	Education	0.02%	0.00%	-100.00%
Interview	West	Education	0.20%	0.16%	-19.68%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Education	0.29%	0.65%	122.58%
Placed	West	Education	0.29%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Electric Power	0.03%	0.01%	-53.93%
Interview	East	Energy and Oil & Gas	0.26%	0.54%	104.86%
Interview	Midwest	Energy and Oil & Gas	0.09%	0.09%	-1.73%
Interview	South	Energy and Oil & Gas	0.28%	0.10%	-62.47%
Interview	Southwest	Energy and Oil & Gas	0.22%	0.19%	-10.06%
Interview	West	Energy and Oil & Gas	0.05%	0.32%	600.19%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Energy and Oil & Gas	0.00%	0.34%	100.00%
Placed	Midwest	Energy and Oil & Gas	0.36%	0.00%	-100.00%
Placed	South	Energy and Oil & Gas	0.29%	0.22%	-25.81%
Placed	Southwest	Energy and Oil & Gas	0.00%	0.16%	100.00%
Placed	West	Energy and Oil & Gas	0.00%	0.00%	0.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Entertainment and New Media	0.16%	0.49%	214.33%
Interview	Midwest	Entertainment and New Media	0.02%	0.03%	53.55%
Interview	South	Entertainment and New Media	0.18%	0.00%	-100.00%
Interview	West	Entertainment and New Media	0.60%	0.49%	-17.79%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	South	Entertainment and New Media	0.29%	0.00%	-100.00%
Placed	West	Entertainment and New Media	0.00%	0.32%	100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Environmental and Land Use	0.62%	0.39%	-37.36%
Interview	Midwest	Environmental and Land Use	0.00%	0.22%	100.00%
Interview	South	Environmental and Land Use	0.05%	0.07%	53.55%
Interview	Southwest	Environmental and Land Use	0.09%	0.12%	33.08%
Interview	West	Environmental and Land Use	0.47%	0.44%	-5.63%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Environmental and Land Use	0.43%	0.54%	23.66%
Placed	Midwest	Environmental and Land Use	0.22%	0.22%	-1.08%
Placed	Southwest	Environmental and Land Use	0.00%	0.16%	100.00%

Placed	West	Environmental and Land Use	0.87%	2.06%	137.42%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	ERISA/Executive Compensation	0.26%	0.76%	189.04%
Interview	Midwest	ERISA/Executive Compensation	0.05%	0.54%	1066.99%
Interview	South	ERISA/Executive Compensation	0.00%	0.06%	100.00%
Interview	Southwest	ERISA/Executive Compensation	0.00%	0.06%	100.00%
Interview	West	ERISA/Executive Compensation	0.14%	0.12%	-15.38%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	ERISA/Executive Compensation	0.72%	0.65%	-10.97%
Placed	Midwest	ERISA/Executive Compensation	0.00%	0.00%	0.00%
Placed	South	ERISA/Executive Compensation	0.00%	0.32%	100.00%
Placed	West	ERISA/Executive Compensation	0.00%	0.00%	0.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Family Law	0.93%	0.45%	-52.05%
Interview	Midwest	Family Law	0.28%	0.02%	-91.81%
Interview	South	Family Law	0.37%	0.11%	-69.29%
Interview	Southwest	Family Law	0.34%	0.10%	-71.52%
Interview	West	Family Law	0.06%	0.01%	-81.57%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Family Law	2.61%	0.65%	-75.27%
Placed	Midwest	Family Law	1.16%	0.29%	-74.96%
Placed	Southwest	Family Law	0.00%	0.13%	100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Food & Drug Administration	0.53%	0.38%	-27.80%
Interview	South	Food & Drug Administration	0.14%	0.06%	-59.05%
Interview	Southwest	Food & Drug Administration	0.09%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Food & Drug Administration	1.74%	0.00%	-100.00%
Placed	South	Food & Drug Administration	0.43%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Government and Government Relations	0.22%	0.57%	156.77%
Interview	Midwest	Government and Government Relations	0.00%	0.13%	100.00%
Interview	South	Government and Government Relations	0.12%	0.06%	-48.56%
Interview	Southwest	Government and Government Relations	0.00%	0.01%	100.00%
Interview	West	Government and Government Relations	0.31%	0.21%	-31.82%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Government and Government Relations	0.00%	0.32%	100.00%
Placed	Southwest	Government and Government Relations	0.00%	0.16%	100.00%
Placed	West	Government and Government Relations	0.14%	0.34%	137.42%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Government Contracts	0.06%	0.01%	-84.64%
Interview	Midwest	Government Contracts	0.00%	0.01%	100.00%
Interview	West	Government Contracts	0.09%	0.03%	-67.24%
Status	Region	Practice Area	2020	2021	% of Growth

Interview	East	Healthcare	0.74%	0.82%	11.32%
Interview	Midwest	Healthcare	0.03%	0.23%	637.05%
Interview	South	Healthcare	0.00%	0.31%	100.00%
Interview	Southwest	Healthcare	0.09%	0.03%	-69.29%
Interview	West	Healthcare	0.06%	0.27%	333.01%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Healthcare	0.00%	0.54%	100.00%
Placed	Midwest	Healthcare	0.29%	0.38%	29.84%
Placed	West	Healthcare	0.00%	0.32%	100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Immigration	0.08%	1.02%	1226.68%
Interview	Midwest	Immigration	0.23%	0.31%	32.67%
Interview	Southwest	Immigration	0.02%	0.09%	452.78%
Interview	West	Immigration	0.15%	1.07%	594.05%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Immigration	0.00%	1.29%	100.00%
Placed	Midwest	Immigration	0.00%	0.29%	100.00%
Placed	West	Immigration	0.87%	0.65%	-25.81%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Insurance Coverage	0.87%	0.89%	1.28%
Interview	Midwest	Insurance Coverage	0.07%	0.28%	297.19%
Interview	South	Insurance Coverage	0.04%	0.15%	296.67%
Interview	Southwest	Insurance Coverage	0.05%	0.22%	300.11%
Interview	West	Insurance Coverage	0.37%	0.22%	-40.12%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Insurance Coverage	0.00%	0.59%	100.00%
Placed	Midwest	Insurance Coverage	0.00%	0.16%	100.00%
Placed	South	Insurance Coverage	0.00%	0.22%	100.00%
Placed	West	Insurance Coverage	0.43%	0.32%	-25.81%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Insurance Defense	1.11%	1.25%	13.08%
Interview	Midwest	Insurance Defense	0.3%	0.34%	13.39%
Interview	South	Insurance Defense	0.08%	0.20%	138.86%
Interview	Southwest	Insurance Defense	0.50%	0.08%	-84.60%
Interview	West	Insurance Defense	0.59%	1.29%	116.81%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Insurance Defense	0.00%	1.77%	100.00%
Placed	Midwest	Insurance Defense	0.65%	0.00%	-100.00%
Placed	South	Insurance Defense	0.43%	0.38%	-13.44%
Placed	Southwest	Insurance Defense	0.17%	0.13%	-25.81%
Placed	West	Insurance Defense	0.87%	0.22%	-75.27%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Intellectual Property	0.43%	0.11%	-73.68%
Interview	Midwest	Intellectual Property	0.11%	0.06%	-47.35%

Interview	South	Intellectual Property	0.09%	0.01%	-84.64%
Interview	Southwest	Intellectual Property	0.11%	0.00%	-100.00%
Interview	West	Intellectual Property	0.14%	0.09%	-38.58%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	Midwest	Intellectual Property	0.29%	0.00%	-100.00%
Placed	South	Intellectual Property	0.43%	0.00%	-100.00%
Placed	West	Intellectual Property	0.14%	0.32%	122.58%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Intellectual Property - Litigation	1.49%	0.14%	-90.45%
Interview	Midwest	Intellectual Property - Litigation	0.29%	0.09%	-70.91%
Interview	South	Intellectual Property - Litigation	0.19%	0.11%	-38.58%
Interview	Southwest	Intellectual Property - Litigation	0.08v	0.00%	-100.00%
Interview	West	Intellectual Property - Litigation	0.77%	0.25%	-68.06%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Intellectual Property - Litigation	1.52%	0.00%	-100.00%
Placed	Midwest	Intellectual Property - Litigation	0.43%	0.00%	-100.00%
Placed	South	Intellectual Property - Litigation	0.00%	0.65%	100.00%
Placed	West	Intellectual Property - Litigation	0.43%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Intellectual Property - Patent Prosecution	3.57%	1.28%	-64.18%
Interview	Midwest	Intellectual Property - Patent Prosecution	0.40%	0.37%	-7.87%
Interview	South	Intellectual Property - Patent Prosecution	0.23%	0.11%	-50.86%
Interview	Southwest	Intellectual Property - Patent Prosecution	0.83%	0.23%	-72.70%
Interview	West	Intellectual Property - Patent Prosecution	0.37%	0.93%	150.80%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Intellectual Property - Patent Prosecution	2.39%	0.65%	-73.02%
Placed	Midwest	Intellectual Property - Patent Prosecution	0.72%	0.65%	-10.97%
Placed	Southwest	Intellectual Property - Patent Prosecution	0.87%	0.65%	-25.81%
Placed	West	Intellectual Property - Patent Prosecution	0.87%	0.65%	-25.81%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	International Trade	0.05%	0.26%	380.83%
Interview	Midwest	International Trade	0.12%	0.06%	-53.93%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	International Trade	0.00%	0.13%	100.00%
Placed	Midwest	International Trade	0.87%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	IP- Trademark/Copyright	0.50%	0.54%	8.10%
Interview	Midwest	IP- Trademark/Copyright	0.22%	0.26%	18.45%
Interview	South	IP- Trademark/Copyright	0.26%	0.11%	-56.64%
Interview	Southwest	IP- Trademark/Copyright	0.15%	0.07%	-57.01%
Interview	West	IP- Trademark/Copyright	0.26%	0.29%	12.00%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	IP- Trademark/Copyright	0.22%	0.32%	48.39%
Placed	Midwest	IP- Trademark/Copyright	0.72%	0.16%	-77.74%

Placed	West	IP- Trademark/Copyright	0.43%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Labor & Employment	1.53%	1.14%	-25.39%
Interview	Midwest	Labor & Employment	0.65%	0.48%	-25.56%
Interview	South	Labor & Employment	0.31%	0.36%	18.83%
Interview	Southwest	Labor & Employment	0.08%	0.24%	188.12%
Interview	West	Labor & Employment	1.64%	1.29%	-21.40%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Labor & Employment	1.67%	2.26%	35.48%
Placed	Midwest	Labor & Employment	0.14%	0.13%	-10.97%
Placed	South	Labor & Employment	1.16%	0.81%	-30.44%
Placed	West	Labor & Employment	3.33%	0.65%	-80.65%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Litigation	15.98%	16.16%	1.11%
Interview	Midwest	Litigation	5.13%	5.26%	2.54%
Interview	South	Litigation	2.60%	2.89%	11.10%
Interview	Southwest	Litigation	1.39%	2.01%	44.36%
Interview	West	Litigation	13.39%	10.69%	-20.16%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Litigation	13.19%	18.01%	36.57%
Placed	Midwest	Litigation	4.57%	5.75%	26.01%
Placed	South	Litigation	2.75%	1.77%	-35.57%
Placed	Southwest	Litigation	0.17%	1.58%	808.87%
Placed	West	Litigation	15.51%	8.62%	-44.39%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Maritime and Transportation	0.09%	0.20%	120.09%
Interview	West	Maritime and Transportation	0.02%	0.12%	432.31%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Maritime and Transportation	0.43%	0.00%	-100.00%
Placed	West	Maritime and Transportation	0.00%	0.22%	100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Municipal Law	0.06%	0.16%	148.61%
Interview	Midwest	Municipal Law	0.05%	0.18%	289.00%
Interview	South	Municipal Law	0.05%	0.02%	-59.05%
Interview	Southwest	Municipal Law	0.00%	0.04%	100.00%
Interview	West	Municipal Law	0.34%	0.33%	-2.29%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Municipal Law	0.43%	0.75%	73.12%
Placed	Midwest	Municipal Law	0.00%	0.81%	100.00%
Placed	West	Municipal Law	0.00%	0.00%	0.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Other	0.32%	0.25%	-22.79%
Interview	South	Other	0.02%	0.00%	-100.00%
Interview	Southwest	Other	0.05%	0.01	-75.43%

Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Other	0.65%	0.13%	-80.22%
Placed	Southwest	Other	0.00%	0.13%	100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Patent Agents	0.09%	0.26%	176.39%
Interview	Midwest	Patent Agents	0.06%	0.11%	84.26%
Interview	West	Patent Agents	0.28%	0.11%	-59.05%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Patent Agents	1.74%	0.65%	-62.90%
Placed	Midwest	Patent Agents	0.00%	0.00%	0.00%
Placed	West	Patent Agents	0.87%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Real Estate	2.92%	3.58%	22.74%
Interview	Midwest	Real Estate	0.11%	1.12%	910.03%
Interview	South	Real Estate	1.57%	0.74%	-53.21%
Interview	Southwest	Real Estate	0.30%	0.74%	151.12%
Interview	West	Real Estate	1.03%	1.12%	8.08%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Real Estate	2.17%	4.45%	104.77%
Placed	Midwest	Real Estate	0.14%	1.63%	1027.74%
Placed	South	Real Estate	2.17%	0.43%	-80.22%
Placed	Southwest	Real Estate	0.17%	0.65%	270.97%
Placed	West	Real Estate	0.87%	0.45%	-48.06%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Tax	0.6%	1.19%	98.44%
Interview	Midwest	Tax	0.34%	0.45%	34.01%
Interview	South	Tax	0.22%	0.31%	42.58%
Interview	Southwest	Tax	0.14%	0.06%	-59.05%
Interview	West	Tax	0.16%	0.55%	249.25%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Tax	1.30%	0.65%	-50.54%
Placed	Midwest	Tax	0.43%	0.32%	-25.81%
Placed	South	Tax	0.43%	0.00%	-100.00%
Placed	West	Tax	0.00%	0.00%	0.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Technology Transactions	0.63%	0.05%	-92.51%
Interview	Midwest	Technology Transactions	0.05%	0.00%	-100.00%
Interview	West	Technology Transactions	0.19%	0.01%	-93.86%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Technology Transactions	0.87%	0.65%	-25.81%
Placed	West	Technology Transactions	0.43%	0.00%	-100.00%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Telecommunications	0.00%	0.11%	100.00%
Interview	East	Trust and Estates	1.31%	3.11%	137.01%

Interview	Midwest	Trust and Estates	0.15%	0.73%	375.39%
Interview	South	Trust and Estates	0.22%	0.89%	312.39%
Interview	Southwest	Trust and Estates	0.00%	0.09%	100.00%
Interview	West	Trust and Estates	0.69%	1.12%	62.01%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	East	Trust and Estates	0.43%	2.47%	468.82%
Placed	Midwest	Trust and Estates	0.00%	0.77%	100.00%
Placed	South	Trust and Estates	0.43%	1.94%	345.16%
Placed	Southwest	Trust and Estates	0.00%	0.65%	100.00%
Placed	West	Trust and Estates	0.87%	1.29%	48.39%
Status	Region	Practice Area	2020	2021	% of Growth
Interview	East	Workers Compensation	0.03%	0.09%	207.10%
Interview	Midwest	Workers Compensation	0.12%	0.11%	-1.73%
Interview	South	Workers Compensation	0.00%	0.03%	100.00%
Interview	Southwest	Workers Compensation	0.09%	0.08%	-18.11%
Interview	West	Workers Compensation	0.02%	0.03%	43.31%
Status	Region	Practice Area	2020	2021	% of Growth
Placed	Southwest	Workers Compensation	0.00%	0.13%	100.00%

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Differences in Interviews and Placements by Market - 2020 to 2021

Status	Practice Area	Firm Location	Region	2020	2021
Interview	Banking and Finance	Connecticut	East	0.00%	0.11%
Interview	Bankruptcy	Connecticut	East	0.00%	0.11%
Interview	Corporate	Connecticut	East	0.23%	0.26%
Interview	Insurance Coverage	Connecticut	East	0.00%	0.11%
Interview	Insurance Defense	Connecticut	East	0.00%	0.03%
Interview	Intellectual Property	Connecticut	East	0.00%	0.06%
Interview	Intellectual Property - Litigation	Connecticut	East	0.05%	0.00%
Interview	Intellectual Property - Patent Prosecution	Connecticut	East	0.14%	0.06%
Interview	Litigation	Connecticut	East	0.19%	0.14%
Interview	Real Estate	Connecticut	East	0.28%	0.09%
Interview	Tax	Connecticut	East	0.05%	0.00%
Interview	Trust and Estates	Connecticut	East	0.19%	0.06%
Interview	Bankruptcy	Delaware	East	0.05%	0.00%
Interview	Insurance Defense	Delaware	East	0.05%	0.00%
Interview	Intellectual Property - Litigation	Delaware	East	0.09%	0.00%
Interview	Litigation	Delaware	East	0.09%	0.06%
Interview	Alcohol Beverage Law	District of Columbia	East	0.02%	0.00%
Interview	Antitrust and Competition	District of Columbia	East	0.05%	0.13%
Interview	Banking and Finance	District of Columbia	East	0.28%	0.11%
Interview	Bankruptcy	District of Columbia	East	0.14%	0.02%
Interview	Corporate	District of Columbia	East	0.74%	0.60%
Interview	Data Privacy	District of Columbia	East	0.09%	0.54%
Interview	Education	District of Columbia	East	0.02%	0.09%
Interview	Electric Power	District of Columbia	East	0.00%	0.01%

Interview	Energy and Oil & Gas	District of Columbia	East	0.00%	0.23%
Interview	Entertainment and New Media	District of Columbia	East	0.02%	0.00%
Interview	Environmental and Land Use	District of Columbia	East	0.00%	0.12%
Interview	ERISA/Executive Compensation	District of Columbia	East	0.03%	0.19%
Interview	Family Law	District of Columbia	East	0.14%	0.00%
Interview	Food & Drug Administration	District of Columbia	East	0.43%	0.26%
Interview	Government and Government Relations	District of Columbia	East	0.17%	0.37%
Interview	Government Contracts	District of Columbia	East	0.03%	0.00%
Interview	Healthcare	District of Columbia	East	0.37%	0.54%
Interview	Insurance Coverage	District of Columbia	East	0.02%	0.00%
Interview	Insurance Defense	District of Columbia	East	0.02%	0.00%
Interview	Intellectual Property	District of Columbia	East	0.00%	0.06%
Interview	Intellectual Property - Litigation	District of Columbia	East	0.55%	0.06%
Interview	Intellectual Property - Patent Prosecution	District of Columbia	East	1.13%	0.26%
Interview	International Trade	District of Columbia	East	0.03%	0.11%
Interview	IP- Trademark/Copyright	District of Columbia	East	0.08%	0.09%
Interview	Labor & Employment	District of Columbia	East	0.47%	0.39%
Interview	Litigation	District of Columbia	East	2.55%	1.74%
Interview	Municipal Law	District of Columbia	East	0.00%	0.02%
Interview	Other	District of Columbia	East	0.23%	0.00%
Interview	Real Estate	District of Columbia	East	0.00%	0.10%
Interview	Tax	District of Columbia	East	0.09%	0.17%
Interview	Technology Transactions	District of Columbia	East	0.06%	0.00%
Interview	Telecommunications	District of Columbia	East	0.00%	0.11%
Interview	Workers Compensation	District of Columbia	East	0.00%	0.06%
Interview	Banking and Finance	Florida	East	0.00%	0.24%
Interview	Bankruptcy	Florida	East	0.12%	0.11%
Interview	Construction	Florida	East	0.17%	0.06%
Interview	Corporate	Florida	East	0.14%	0.18%
Interview	Environmental and Land Use	Florida	East	0.02%	0.00%
Interview	ERISA/Executive Compensation	Florida	East	0.00%	0.02%
Interview	Family Law	Florida	East	0.19%	0.09%
Interview	Government and Government Relations	Florida	East	0.02%	0.06%
Interview	Immigration	Florida	East	0.00%	0.23%
Interview	Insurance Coverage	Florida	East	0.39%	0.11%
Interview	Insurance Defense	Florida	East	0.49%	0.23%
Interview	International Trade	Florida	East	0.00%	0.04%
Interview	Labor & Employment	Florida	East	0.21%	0.04%
Interview	Litigation	Florida	East	2.06%	2.47%
Interview	Maritime and Transportation	Florida	East	0.09%	0.11%
Interview	Municipal Law	Florida	East	0.02%	0.00%
Interview	Other	Florida	East	0.00%	0.11%
Interview	Real Estate	Florida	East	0.62%	0.40%
Interview	Tax	Florida	East	0.23%	0.31%
Interview	Trust and Estates	Florida	East	0.23%	0.19%

Interview	Family Law	Maine	East	0.00%	0.03%
Interview	Litigation	Maine	East	0.93%	0.03%
Interview	Trust and Estates	Maine	East	0.09%	0.00%
Interview	Banking and Finance	Maryland	East	0.00%	0.04%
Interview	Bankruptcy	Maryland	East	0.35%	0.01%
Interview	Construction	Maryland	East	0.05%	0.00%
Interview	Corporate	Maryland	East	0.19%	0.15%
Interview	Education	Maryland	East	0.00%	0.03%
Interview	Energy and Oil & Gas	Maryland	East	0.00%	0.01%
Interview	Entertainment and New Media	Maryland	East	0.00%	0.02%
Interview	ERISA/Executive Compensation	Maryland	East	0.14%	0.00%
Interview	Family Law	Maryland	East	0.09%	0.02%
Interview	Government and Government Relations	Maryland	East	0.00%	0.02%
Interview	Insurance Defense	Maryland	East	0.00%	0.03%
Interview	Labor & Employment	Maryland	East	0.21%	0.08%
Interview	Litigation	Maryland	East	0.49%	0.27%
Interview	Other	Maryland	East	0.07%	0.03%
Interview	Real Estate	Maryland	East	0.28%	0.01%
Interview	Tax	Maryland	East	0.09%	0.06%
Interview	Trust and Estates	Maryland	East	0.00%	0.14%
Interview	Alcohol Beverage Law	Massachusetts	East	0.00%	0.02%
Interview	Antitrust and Competition	Massachusetts	East	0.03%	0.06%
Interview	Banking and Finance	Massachusetts	East	0.22%	0.03%
Interview	Construction	Massachusetts	East	0.00%	0.03%
Interview	Corporate	Massachusetts	East	0.68%	0.14%
Interview	Data Privacy	Massachusetts	East	0.09%	0.06%
Interview	Education	Massachusetts	East	0.28%	0.06%
Interview	Energy and Oil & Gas	Massachusetts	East	0.00%	0.11%
Interview	Environmental and Land Use	Massachusetts	East	0.19%	0.11%
Interview	ERISA/Executive Compensation	Massachusetts	East	0.00%	0.11%
Interview	Food & Drug Administration	Massachusetts	East	0.00%	0.06%
Interview	Government and Government Relations	Massachusetts	East	0.03%	0.00%
Interview	Healthcare	Massachusetts	East	0.19%	0.19%
Interview	Immigration	Massachusetts	East	0.00%	0.06%
Interview	Insurance Coverage	Massachusetts	East	0.19%	0.00%
Interview	Insurance Defense	Massachusetts	East	0.00%	0.10%
Interview	Intellectual Property - Litigation	Massachusetts	East	0.05%	0.00%
Interview	Intellectual Property - Patent Prosecution	Massachusetts	East	0.28%	0.06%
Interview	IP- Trademark/Copyright	Massachusetts	East	0.09%	0.17%
Interview	Labor & Employment	Massachusetts	East	0.09%	0.09%
Interview	Litigation	Massachusetts	East	0.49%	1.07%
Interview	Maritime and Transportation	Massachusetts	East	0.00%	0.01%
Interview	Patent Agents	Massachusetts	East	0.00%	0.06%
Interview	Real Estate	Massachusetts	East	0.40%	0.02%
Interview	Tax	Massachusetts	East	0.09%	0.00%

Interview	Technology Transactions	Massachusetts	East	0.05%	0.00%
Interview	Trust and Estates	Massachusetts	East	0.09%	0.28%
Interview	Corporate	New Hampshire	East	0.00%	0.11%
Interview	Insurance Defense	New Hampshire	East	0.05%	0.00%
Interview	Litigation	New Hampshire	East	0.05%	0.00%
Interview	Trust and Estates	New Hampshire	East	0.19%	0.00%
Interview	Banking and Finance	New Jersey	East	0.07%	0.05%
Interview	Bankruptcy	New Jersey	East	0.21%	0.14%
Interview	Construction	New Jersey	East	0.05%	0.00%
Interview	Corporate	New Jersey	East	0.07%	0.43%
Interview	Data Privacy	New Jersey	East	0.05%	0.02%
Interview	Education	New Jersey	East	0.09%	0.00%
Interview	Entertainment and New Media	New Jersey	East	0.00%	0.01%
Interview	Family Law	New Jersey	East	0.46%	0.03%
Interview	Food & Drug Administration	New Jersey	East	0.00%	0.01%
Interview	Government and Government Relations	New Jersey	East	0.00%	0.01%
Interview	Insurance Coverage	New Jersey	East	0.00%	0.27%
Interview	Insurance Defense	New Jersey	East	0.00%	0.35%
Interview	Intellectual Property	New Jersey	East	0.06%	0.00%
Interview	Intellectual Property - Litigation	New Jersey	East	0.06%	0.00%
Interview	Intellectual Property - Patent Prosecution	New Jersey	East	0.00%	0.06%
Interview	International Trade	New Jersey	East	0.00%	0.05%
Interview	IP- Trademark/Copyright	New Jersey	East	0.00%	0.04%
Interview	Labor & Employment	New Jersey	East	0.00%	0.03%
Interview	Litigation	New Jersey	East	0.81%	0.56%
Interview	Other	New Jersey	East	0.00%	0.05%
Interview	Patent Agents	New Jersey	East	0.00%	0.06%
Interview	Real Estate	New Jersey	East	0.00%	0.09%
Interview	Tax	New Jersey	East	0.00%	0.09%
Interview	Technology Transactions	New Jersey	East	0.11%	0.03%
Interview	Trust and Estates	New Jersey	East	0.00%	0.03%
Interview	Antitrust and Competition	New York	East	0.32%	0.09%
Interview	Banking and Finance	New York	East	0.79%	0.94%
Interview	Bankruptcy	New York	East	1.23%	0.57%
Interview	Construction	New York	East	0.06%	0.08%
Interview	Corporate	New York	East	4.29%	5.42%
Interview	Data Privacy	New York	East	0.28%	0.25%
Interview	Education	New York	East	0.06%	0.17%
Interview	Electric Power	New York	East	0.03%	0.00%
Interview	Energy and Oil & Gas	New York	East	0.22%	0.14%
Interview	Entertainment and New Media	New York	East	0.14%	0.46%
Interview	Environmental and Land Use	New York	East	0.37%	0.09%
Interview	ERISA/Executive Compensation	New York	East	0.09%	0.44%
Interview	Family Law	New York	East	0.05%	0.26%

Interview	Food & Drug Administration	New York	East	0.00%	0.06%
Interview	Government Contracting	New York	East	0.00%	0.00%
Interview	Healthcare	New York	East	0.19%	0.04%
Interview	Immigration	New York	East	0.08%	0.74%
Interview	Insurance Coverage	New York	East	0.28%	0.35%
Interview	Insurance Defense	New York	East	0.37%	0.45%
Interview	Intellectual Property	New York	East	0.02%	0.00%
Interview	Intellectual Property - Litigation	New York	East	0.48%	0.07%
Interview	Intellectual Property - Patent Prosecution	New York	East	0.21%	0.52%
Interview	International Trade	New York	East	0.02%	0.05%
Interview	IP- Trademark/Copyright	New York	East	0.27%	0.17%
Interview	Labor & Employment	New York	East	0.42%	0.34%
Interview	Litigation	New York	East	7.54%	7.51%
Interview	Maritime and Transportation	New York	East	0.00%	0.08%
Interview	Municipal Law	New York	East	0.05%	0.12%
Interview	Other	New York	East	0.02%	0.05%
Interview	Patent Agents	New York	East	0.00%	0.06%
Interview	Real Estate	New York	East	1.06%	2.78%
Interview	Tax	New York	East	0.05%	0.57%
Interview	Technology Transactions	New York	East	0.25%	0.02%
Interview	Trust and Estates	New York	East	0.25%	2.35%
Interview	Workers Compensation	New York	East	0.03%	0.00%
Interview	Banking and Finance	Pennsylvania	East	0.00%	0.01%
Interview	Bankruptcy	Pennsylvania	East	0.00%	0.06%
Interview	Construction	Pennsylvania	East	0.05%	0.00%
Interview	Corporate	Pennsylvania	East	0.00%	0.18%
Interview	Education	Pennsylvania	East	0.00%	0.09%
Interview	Environmental and Land Use	Pennsylvania	East	0.00%	0.02%
Interview	Government and Government Relations	Pennsylvania	East	0.00%	0.07%
Interview	Insurance Coverage	Pennsylvania	East	0.00%	0.04%
Interview	Insurance Defense	Pennsylvania	East	0.14%	0.07%
Interview	Intellectual Property - Litigation	Pennsylvania	East	0.09%	0.02%
Interview	Intellectual Property - Patent Prosecution	Pennsylvania	East	0.32%	0.08%
Interview	International Trade	Pennsylvania	East	0.00%	0.01%
Interview	IP- Trademark/Copyright	Pennsylvania	East	0.00%	0.02%
Interview	Labor & Employment	Pennsylvania	East	0.14%	0.18%
Interview	Litigation	Pennsylvania	East	0.60%	1.56%
Interview	Municipal Law	Pennsylvania	East	0.00%	0.02%
Interview	Other	Pennsylvania	East	0.00%	0.01%
Interview	Patent Agents	Pennsylvania	East	0.09%	0.00%
Interview	Real Estate	Pennsylvania	East	0.19%	0.09%
Interview	Technology Transactions	Pennsylvania	East	0.05%	0.00%
Interview	Trust and Estates	Pennsylvania	East	0.19%	0.00%
Interview	Workers Compensation	Pennsylvania	East	0.00%	0.04%
Interview	Litigation	Rhode Island	East	0.19%	0.06%
Interview	Litigation	Vermont	East	0.00%	0.06%

Interview	Antitrust and Competition	Virginia	East	0.00%	0.03%
Interview	Banking and Finance	Virginia	East	0.08%	0.00%
Interview	Bankruptcy	Virginia	East	0.09%	0.00%
Interview	Construction	Virginia	East	0.03%	0.00%
Interview	Corporate	Virginia	East	0.05%	0.03%
Interview	Education	Virginia	East	0.00%	0.06%
Interview	Energy and Oil & Gas	Virginia	East	0.05%	0.04%
Interview	Environmental and Land Use	Virginia	East	0.05%	0.04%
Interview	Family Law	Virginia	East	0.00%	0.03%
Interview	Government and Government Relations	Virginia	East	0.00%	0.04%
Interview	Government Contracts	Virginia	East	0.03%	0.00%
Interview	Healthcare	Virginia	East	0.00%	0.06%
Interview	Intellectual Property	Virginia	East	0.35%	0.00%
Interview	Intellectual Property - Litigation	Virginia	East	0.12%	0.00%
Interview	Intellectual Property - Patent Prosecution	Virginia	East	1.49%	0.26%
Interview	IP- Trademark/Copyright	Virginia	East	0.05%	0.06%
Interview	Litigation	Virginia	East	0.00%	0.53%
Interview	Patent Agents	Virginia	East	0.00%	0.09%
Interview	Real Estate	Virginia	East	0.09%	0.00%
Interview	Technology Transactions	Virginia	East	0.12%	0.00%
Interview	Trust and Estates	Virginia	East	0.09%	0.06%
Interview	Litigation	West Virginia	East	0.00%	0.11%
Interview	Antitrust and Competition	Illinois	Midwest	0.00%	0.11%
Interview	Banking and Finance	Illinois	Midwest	0.09%	0.16%
Interview	Bankruptcy	Illinois	Midwest	0.00%	0.27%
Interview	Construction	Illinois	Midwest	0.00%	0.06%
Interview	Corporate	Illinois	Midwest	0.00%	0.60%
Interview	Data Privacy	Illinois	Midwest	0.00%	0.12%
Interview	Education	Illinois	Midwest	0.00%	0.11%
Interview	ERISA/Executive Compensation	Illinois	Midwest	0.00%	0.23%
Interview	Family Law	Illinois	Midwest	0.00%	0.02%
Interview	Government and Government Relations	Illinois	Midwest	0.00%	0.06%
Interview	Healthcare	Illinois	Midwest	0.00%	0.12%
Interview	Immigration	Illinois	Midwest	0.00%	0.08%
Interview	Insurance Coverage	Illinois	Midwest	0.07%	0.01%
Interview	Insurance Defense	Illinois	Midwest	0.21%	0.12%
Interview	Intellectual Property	Illinois	Midwest	0.11%	0.06%
Interview	Intellectual Property - Litigation	Illinois	Midwest	0.12%	0.06%
Interview	Intellectual Property - Patent Prosecution	Illinois	Midwest	0.03%	0.00%
Interview	International Trade	Illinois	Midwest	0.09%	0.06%
Interview	IP- Trademark/Copyright	Illinois	Midwest	0.03%	0.20%
Interview	Labor & Employment	Illinois	Midwest	0.05%	0.25%
Interview	Litigation	Illinois	Midwest	2.46%	2.71%
Interview	Municipal Law	Illinois	Midwest	0.05%	0.00%
Interview	Patent Agents	Illinois	Midwest	0.00%	0.06%

Interview	Real Estate	Illinois	Midwest	0.00%	0.37%
Interview	Tax	Illinois	Midwest	0.09%	0.25%
Interview	Trust and Estates	Illinois	Midwest	0.09%	0.11%
Interview	Workers Compensation	Illinois	Midwest	0.12%	0.00%
Interview	Corporate	Indiana	Midwest	0.00%	0.04%
Interview	Government and Government Relations	Indiana	Midwest	0.00%	0.04%
Interview	Healthcare	Indiana	Midwest	0.00%	0.04%
Interview	Labor & Employment	Indiana	Midwest	0.00%	0.04%
Interview	Litigation	Indiana	Midwest	0.09%	0.32%
Interview	Municipal Law	Indiana	Midwest	0.00%	0.09%
Interview	Litigation	Iowa	Midwest	0.00%	0.06%
Interview	ERISA/Executive Compensation	Kansas	Midwest	0.05%	0.00%
Interview	Labor & Employment	Kansas	Midwest	0.05%	0.00%
Interview	Litigation	Kansas	Midwest	0.00%	0.06%
Interview	Workers Compensation	Kansas	Midwest	0.00%	0.06%
Interview	Litigation	Kentucky	Midwest	0.09%	0.06%
Interview	Banking and Finance	Michigan	Midwest	0.00%	0.04%
Interview	Bankruptcy	Michigan	Midwest	0.09%	0.04%
Interview	Corporate	Michigan	Midwest	0.06%	0.35%
Interview	ERISA/Executive Compensation	Michigan	Midwest	0.00%	0.03%
Interview	Immigration	Michigan	Midwest	0.19%	0.00%
Interview	Insurance Coverage	Michigan	Midwest	0.00%	0.23%
Interview	Insurance Defense	Michigan	Midwest	0.05%	0.07%
Interview	Intellectual Property - Patent Prosecution	Michigan	Midwest	0.05%	0.06%
Interview	IP- Trademark/Copyright	Michigan	Midwest	0.05%	0.00%
Interview	Labor & Employment	Michigan	Midwest	0.05%	0.07%
Interview	Litigation	Michigan	Midwest	0.93%	0.38%
Interview	Real Estate	Michigan	Midwest	0.00%	0.31%
Interview	Tax	Michigan	Midwest	0.06%	0.00%
Interview	Trust and Estates	Michigan	Midwest	0.06%	0.03%
Interview	Workers Compensation	Michigan	Midwest	0.00%	0.06%
Interview	Corporate	Minnesota	Midwest	0.09%	0.06%
Interview	Data Privacy	Minnesota	Midwest	0.00%	0.06%
Interview	Environmental and Land Use	Minnesota	Midwest	0.00%	0.06%
Interview	ERISA/Executive Compensation	Minnesota	Midwest	0.00%	0.17%
Interview	Intellectual Property - Litigation	Minnesota	Midwest	0.05%	0.03%
Interview	Intellectual Property - Patent Prosecution	Minnesota	Midwest	0.14%	0.09%
Interview	Litigation	Minnesota	Midwest	0.09%	0.45%
Interview	Real Estate	Minnesota	Midwest	0.00%	0.06%
Interview	Corporate	Missouri	Midwest	0.11%	0.00%
Interview	Data Privacy	Missouri	Midwest	0.02%	0.00%
Interview	Entertainment and New Media	Missouri	Midwest	0.02%	0.00%
Interview	Environmental and Land Use	Missouri	Midwest	0.00%	0.01%
Interview	Government Contracts	Missouri	Midwest	0.00%	0.01%
Interview	Intellectual Property - Patent Prosecution	Missouri	Midwest	0.00%	0.06%

Interview	Labor & Employment	Missouri	Midwest	0.00%	0.01%
Interview	Litigation	Missouri	Midwest	0.09%	0.24%
Interview	Real Estate	Missouri	Midwest	0.02%	0.00%
Interview	Tax	Missouri	Midwest	0.09%	0.00%
Interview	Technology Transactions	Missouri	Midwest	0.02%	0.00%
Interview	Trust and Estates	Missouri	Midwest	0.00%	0.06%
Interview	Tax	Nebraska	Midwest	0.09%	0.00%
Interview	Banking and Finance	Ohio	Midwest	0.03%	0.00%
Interview	Bankruptcy	Ohio	Midwest	0.05%	0.00%
Interview	Construction	Ohio	Midwest	0.00%	0.04%
Interview	Corporate	Ohio	Midwest	0.12%	0.00%
Interview	Data Privacy	Ohio	Midwest	0.05%	0.00%
Interview	Education	Ohio	Midwest	0.00%	0.04%
Interview	Energy and Oil & Gas	Ohio	Midwest	0.09%	0.03%
Interview	Entertainment and New Media	Ohio	Midwest	0.00%	0.03%
Interview	Environmental and Land Use	Ohio	Midwest	0.00%	0.03%
Interview	ERISA/Executive Compensation	Ohio	Midwest	0.00%	0.11%
Interview	Government and Government Relations	Ohio	Midwest	0.00%	0.03%
Interview	Healthcare	Ohio	Midwest	0.03%	0.03%
Interview	Immigration	Ohio	Midwest	0.05%	0.23%
Interview	Insurance Coverage	Ohio	Midwest	0.00%	0.03%
Interview	Insurance Defense	Ohio	Midwest	0.05%	0.04%
Interview	Intellectual Property - Litigation	Ohio	Midwest	0.03%	0.00%
Interview	Intellectual Property - Patent Prosecution	Ohio	Midwest	0.09%	0.17%
Interview	IP- Trademark/Copyright	Ohio	Midwest	0.14%	0.06%
Interview	Labor & Employment	Ohio	Midwest	0.51%	0.09%
Interview	Litigation	Ohio	Midwest	1.20%	0.82%
Interview	Municipal Law	Ohio	Midwest	0.00%	0.09%
Interview	Patent Agents	Ohio	Midwest	0.06%	0.06%
Interview	Real Estate	Ohio	Midwest	0.09%	0.29%
Interview	Tax	Ohio	Midwest	0.00%	0.21%
Interview	Energy and Oil & Gas	Oklahoma	Midwest	0.00%	0.06%
Interview	Environmental and Land Use	Oklahoma	Midwest	0.00%	0.11%
Interview	Real Estate	Oklahoma	Midwest	0.00%	0.06%
Interview	Bankruptcy	Wisconsin	Midwest	0.05%	0.09%
Interview	Corporate	Wisconsin	Midwest	0.00%	0.03%
Interview	Family Law	Wisconsin	Midwest	0.28%	0.00%
Interview	Healthcare	Wisconsin	Midwest	0.00%	0.04%
Interview	Insurance Defense	Wisconsin	Midwest	0.00%	0.11%
Interview	Intellectual Property - Litigation	Wisconsin	Midwest	0.09%	0.00%
Interview	Intellectual Property - Patent Prosecution	Wisconsin	Midwest	0.09%	0.00%
Interview	International Trade	Wisconsin	Midwest	0.03%	0.00%
Interview	Labor & Employment	Wisconsin	Midwest	0.00%	0.03%
Interview	Litigation	Wisconsin	Midwest	0.17%	0.15%

Interview	Real Estate	Wisconsin	Midwest	0.00%	0.03%
Interview	Technology Transactions	Wisconsin	Midwest	0.03%	0.00%
Interview	Trust and Estates	Wisconsin	Midwest	0.00%	0.54%
Interview	Corporate	Alabama	South	0.00%	0.03%
Interview	Healthcare	Alabama	South	0.00%	0.06%
Interview	Intellectual Property - Patent Prosecution	Alabama	South	0.09%	0.00%
Interview	Labor & Employment	Alabama	South	0.09%	0.00%
Interview	Litigation	Alabama	South	0.19%	0.00%
Interview	Trust and Estates	Alabama	South	0.00%	0.03%
Interview	Banking and Finance	Georgia	South	0.12%	0.07%
Interview	Bankruptcy	Georgia	South	0.09%	0.00%
Interview	Construction	Georgia	South	0.00%	0.03%
Interview	Corporate	Georgia	South	0.40%	0.19%
Interview	Data Privacy	Georgia	South	0.00%	0.01%
Interview	Energy and Oil & Gas	Georgia	South	0.00%	0.03%
Interview	Entertainment and New Media	Georgia	South	0.03%	0.00%
Interview	Food & Drug Administration	Georgia	South	0.05%	0.00%
Interview	Government and Government Relations	Georgia	South	0.12%	0.05%
Interview	Healthcare	Georgia	South	0.00%	0.06%
Interview	Insurance Coverage	Georgia	South	0.00%	0.02%
Interview	Insurance Defense	Georgia	South	0.00%	0.03%
Interview	Intellectual Property	Georgia	South	0.09%	0.00%
Interview	Intellectual Property - Litigation	Georgia	South	0.00%	0.06%
Interview	Labor & Employment	Georgia	South	0.03%	0.07%
Interview	Litigation	Georgia	South	0.26%	0.35%
Interview	Real Estate	Georgia	South	0.65%	0.15%
Interview	Tax	Georgia	South	0.05%	0.00%
Interview	Trust and Estates	Georgia	South	0.05%	0.14%
Interview	Banking and Finance	Louisiana	South	0.00%	0.02%
Interview	Bankruptcy	Louisiana	South	0.00%	0.06%
Interview	Corporate	Louisiana	South	0.08%	0.13%
Interview	Entertainment and New Media	Louisiana	South	0.03%	0.00%
Interview	Insurance Coverage	Louisiana	South	0.00%	0.03%
Interview	IP- Trademark/Copyright	Louisiana	South	0.03%	0.00%
Interview	Litigation	Louisiana	South	0.09%	0.11%
Interview	Real Estate	Louisiana	South	0.05%	0.09%
Interview	Tax	Louisiana	South	0.00%	0.02%
Interview	Antitrust and Competition	North Carolina	South	0.00%	0.03%
Interview	Banking and Finance	North Carolina	South	0.37%	0.00%
Interview	Bankruptcy	North Carolina	South	0.25%	0.00%
Interview	Construction	North Carolina	South	0.00%	0.03%
Interview	Corporate	North Carolina	South	0.19%	0.07%
Interview	Education	North Carolina	South	0.00%	0.03%
Interview	Energy and Oil & Gas	North Carolina	South	0.00%	0.01%
Interview	Environmental and Land Use	North Carolina	South	0.00%	0.03%

Interview	Family Law	North Carolina	South	0.00%	0.00%
Interview	Government and Government Relations	North Carolina	South	0.00%	0.00%
Interview	Insurance Coverage	North Carolina	South	0.00%	0.09%
Interview	Insurance Defense	North Carolina	South	0.00%	0.09%
Interview	Intellectual Property - Patent Prosecution	North Carolina	South	0.14%	0.00%
Interview	IP- Trademark/Copyright	North Carolina	South	0.14%	0.00%
Interview	Labor & Employment	North Carolina	South	0.07%	0.10%
Interview	Litigation	North Carolina	South	0.21%	0.57%
Interview	Municipal Law	North Carolina	South	0.00%	0.02%
Interview	Other	North Carolina	South	0.02%	0.00%
Interview	Real Estate	North Carolina	South	0.28%	0.11%
Interview	Trust and Estates	North Carolina	South	0.00%	0.28%
Interview	Corporate	South Carolina	South	0.00%	0.02%
Interview	Intellectual Property - Patent Prosecution	South Carolina	South	0.00%	0.06%
Interview	Litigation	South Carolina	South	0.00%	0.27%
Interview	Real Estate	South Carolina	South	0.00%	0.06%
Interview	Trust and Estates	South Carolina	South	0.00%	0.13%
Interview	Workers Compensation	South Carolina	South	0.00%	0.03%
Interview	Construction	Tennessee	South	0.09%	0.01%
Interview	Corporate	Tennessee	South	0.19%	0.00%
Interview	Family Law	Tennessee	South	0.09%	0.00%
Interview	Insurance Coverage	Tennessee	South	0.00%	0.01%
Interview	Insurance Defense	Tennessee	South	0.00%	0.01%
Interview	IP- Trademark/Copyright	Tennessee	South	0.00%	0.03%
Interview	Litigation	Tennessee	South	0.19%	0.21%
Interview	Tax	Tennessee	South	0.00%	0.11%
Interview	Banking and Finance	Texas	South	0.37%	0.19%
Interview	Bankruptcy	Texas	South	0.83%	0.00%
Interview	Construction	Texas	South	0.00%	0.09%
Interview	Corporate	Texas	South	0.74%	0.22%
Interview	Energy and Oil & Gas	Texas	South	0.28%	0.06%
Interview	Entertainment and New Media	Texas	South	0.11%	0.00%
Interview	Environmental and Land Use	Texas	South	0.05%	0.04%
Interview	ERISA/Executive Compensation	Texas	South	0.00%	0.06%
Interview	Family Law	Texas	South	0.19%	0.11%
Interview	Food & Drug Administration	Texas	South	0.09%	0.06%
Interview	Healthcare	Texas	South	0.00%	0.20%
Interview	Insurance Coverage	Texas	South	0.04%	0.00%
Interview	Insurance Defense	Texas	South	0.08%	0.07%
Interview	Intellectual Property	Texas	South	0.00%	0.01%
Interview	Intellectual Property - Litigation	Texas	South	0.19%	0.06%
Interview	Intellectual Property - Patent Prosecution	Texas	South	0.00%	0.06%
Interview	IP- Trademark/Copyright	Texas	South	0.09%	0.09%
Interview	Labor & Employment	Texas	South	0.11%	0.19%
Interview	Litigation	Texas	South	1.67%	1.38%

Interview	Municipal Law	Texas	South	0.05%	0.00%
Interview	Real Estate	Texas	South	0.60%	0.33%
Interview	Tax	Texas	South	0.17%	0.18%
Interview	Trust and Estates	Texas	South	0.17%	0.30%
Interview	Construction	Arizona	Southwest	0.00%	0.05%
Interview	Corporate	Arizona	Southwest	0.23%	0.01%
Interview	Education	Arizona	Southwest	0.02%	0.00%
Interview	Energy and Oil & Gas	Arizona	Southwest	0.09%	0.01%
Interview	Environmental and Land Use	Arizona	Southwest	0.00%	0.03%
Interview	Family Law	Arizona	Southwest	0.09%	0.00%
Interview	Food & Drug Administration	Arizona	Southwest	0.09%	0.00%
Interview	Government and Government Relations	Arizona	Southwest	0.00%	0.01%
Interview	Healthcare	Arizona	Southwest	0.09%	0.00%
Interview	Immigration	Arizona	Southwest	0.00%	0.09%
Interview	Insurance Coverage	Arizona	Southwest	0.00%	0.05%
Interview	Insurance Defense	Arizona	Southwest	0.02%	0.00%
Interview	Intellectual Property - Patent Prosecution	Arizona	Southwest	0.09%	0.00%
Interview	Labor & Employment	Arizona	Southwest	0.02%	0.10%
Interview	Litigation	Arizona	Southwest	0.02%	0.27%
Interview	Real Estate	Arizona	Southwest	0.14%	0.18%
Interview	Tax	Arizona	Southwest	0.00%	0.06%
Interview	Trust and Estates	Arizona	Southwest	0.00%	0.06%
Interview	Workers Compensation	Arizona	Southwest	0.00%	0.05%
Interview	Banking and Finance	Colorado	Southwest	0.00%	0.04%
Interview	Bankruptcy	Colorado	Southwest	0.03%	0.04%
Interview	Corporate	Colorado	Southwest	0.39%	0.24%
Interview	Data Privacy	Colorado	Southwest	0.02%	0.11%
Interview	Energy and Oil & Gas	Colorado	Southwest	0.12%	0.15%
Interview	Environmental and Land Use	Colorado	Southwest	0.05%	0.09%
Interview	ERISA/Executive Compensation	Colorado	Southwest	0.00%	0.06%
Interview	Family Law	Colorado	Southwest	0.23%	0.09%
Interview	Healthcare	Colorado	Southwest	0.00%	0.03%
Interview	Insurance Coverage	Colorado	Southwest	0.03%	0.17%
Interview	Insurance Defense	Colorado	Southwest	0.23%	0.05%
Interview	Intellectual Property	Colorado	Southwest	0.09%	0.00%
Interview	Intellectual Property - Patent Prosecution	Colorado	Southwest	0.28%	0.17%
Interview	IP- Trademark/Copyright	Colorado	Southwest	0.00%	0.07%
Interview	Labor & Employment	Colorado	Southwest	0.06%	0.14%
Interview	Litigation	Colorado	Southwest	0.83%	1.53%
Interview	Other	Colorado	Southwest	0.05%	0.00%
Interview	Real Estate	Colorado	Southwest	0.05%	0.52%
Interview	Tax	Colorado	Southwest	0.05%	0.00%
Interview	Trust and Estates	Colorado	Southwest	0.00%	0.03%
Interview	Banking and Finance	Nevada	Southwest	0.13%	0.00%
Interview	Bankruptcy	Nevada	Southwest	0.02%	0.00%

Interview	Corporate	Nevada	Southwest	0.11%	0.03%
Interview	Energy and Oil & Gas	Nevada	Southwest	0.00%	0.03%
Interview	Environmental and Land Use	Nevada	Southwest	0.05%	0.00%
Interview	Insurance Coverage	Nevada	Southwest	0.02%	0.00%
Interview	Insurance Defense	Nevada	Southwest	0.25%	0.00%
Interview	Litigation	Nevada	Southwest	0.32%	0.06%
Interview	Real Estate	Nevada	Southwest	0.11%	0.00%
Interview	Workers Compensation	Nevada	Southwest	0.09%	0.00%
Interview	Family Law	New Mexico	Southwest	0.00%	0.01%
Interview	Insurance Defense	New Mexico	Southwest	0.00%	0.03%
Interview	Litigation	New Mexico	Southwest	0.00%	0.03%
Interview	Other	New Mexico	Southwest	0.00%	0.01%
Interview	Workers Compensation	New Mexico	Southwest	0.00%	0.03%
Interview	Antitrust and Competition	Utah	Southwest	0.00%	0.06%
Interview	Banking and Finance	Utah	Southwest	0.00%	0.04%
Interview	Construction	Utah	Southwest	0.14%	0.00%
Interview	Corporate	Utah	Southwest	0.00%	0.06%
Interview	Data Privacy	Utah	Southwest	0.02%	0.00%
Interview	Family Law	Utah	Southwest	0.02%	0.00%
Interview	Immigration	Utah	Southwest	0.02%	0.00%
Interview	Intellectual Property	Utah	Southwest	0.02%	0.00%
Interview	Intellectual Property - Litigation	Utah	Southwest	0.08%	0.00%
Interview	Intellectual Property - Patent Prosecution	Utah	Southwest	0.46%	0.06%
Interview	IP- Trademark/Copyright	Utah	Southwest	0.15%	0.00%
Interview	Litigation	Utah	Southwest	0.22%	0.11%
Interview	Municipal Law	Utah	Southwest	0.00%	0.04%
Interview	Real Estate	Utah	Southwest	0.00%	0.04%
Interview	Tax	Utah	Southwest	0.09%	0.00%
Interview	Alcohol Beverage Law	California	West	0.00%	0.02%
Interview	Antitrust and Competition	California	West	0.45%	0.31%
Interview	Banking and Finance	California	West	0.34%	0.25%
Interview	Bankruptcy	California	West	0.46%	0.13%
Interview	Construction	California	West	0.28%	0.10%
Interview	Corporate	California	West	1.01%	2.12%
Interview	Data Privacy	California	West	0.46%	0.16%
Interview	Education	California	West	0.20%	0.16%
Interview	Energy and Oil & Gas	California	West	0.05%	0.32%
Interview	Entertainment and New Media	California	West	0.60%	0.49%
Interview	Environmental and Land Use	California	West	0.37%	0.38%
Interview	ERISA/Executive Compensation	California	West	0.14%	0.12%
Interview	Family Law	California	West	0.06%	0.01%
Interview	Government and Government Relations	California	West	0.31%	0.12%
Interview	Government Contracts	California	West	0.09%	0.03%
Interview	Healthcare	California	West	0.06%	0.21%
Interview	Immigration	California	West	0.15%	1.01%

Interview	Insurance Coverage	California	West	0.31%	0.11%
Interview	Insurance Defense	California	West	0.30%	1.26%
Interview	Intellectual Property	California	West	0.14%	0.09%
Interview	Intellectual Property - Litigation	California	West	0.68%	0.25%
Interview	Intellectual Property - Patent Prosecution	California	West	0.37%	0.76%
Interview	IP- Trademark/Copyright	California	West	0.26%	0.29%
Interview	Labor & Employment	California	West	1.45%	1.29%
Interview	Litigation	California	West	11.89%	10.09%
Interview	Maritime and Transportation	California	West	0.02%	0.12%
Interview	Municipal Law	California	West	0.34%	0.25%
Interview	Patent Agents	California	West	0.19%	0.11%
Interview	Real Estate	California	West	0.99%	1.12%
Interview	Tax	California	West	0.16%	0.52%
Interview	Technology Transactions	California	West	0.09%	0.01%
Interview	Trust and Estates	California	West	0.69%	1.12%
Interview	Workers Compensation	California	West	0.02%	0.03%
Interview	Corporate	Hawaii	West	0.46%	0.00%
Interview	Corporate	Idaho	West	0.00%	0.06%
Interview	Labor & Employment	Idaho	West	0.14%	0.00%
Interview	Litigation	Idaho	West	0.14%	0.00%
Interview	Bankruptcy	Oregon	West	0.19%	0.00%
Interview	Environmental and Land Use	Oregon	West	0.09%	0.00%
Interview	Government and Government Relations	Oregon	West	0.00%	0.06%
Interview	Insurance Coverage	Oregon	West	0.06%	0.00%
Interview	Insurance Defense	Oregon	West	0.06%	0.00%
Interview	Intellectual Property - Patent Prosecution	Oregon	West	0.00%	0.06%
Interview	Litigation	Oregon	West	0.15%	0.11%
Interview	Municipal Law	Oregon	West	0.00%	0.06%
Interview	Antitrust and Competition	Washington	West	0.09%	0.00%
Interview	Banking and Finance	Washington	West	0.05%	0.03%
Interview	Bankruptcy	Washington	West	0.05%	0.00%
Interview	Corporate	Washington	West	0.09%	0.15%
Interview	Data Privacy	Washington	West	0.32%	0.06%
Interview	Environmental and Land Use	Washington	West	0.00%	0.06%
Interview	Government and Government Relations	Washington	West	0.00%	0.04%
Interview	Healthcare	Washington	West	0.00%	0.06%
Interview	Immigration	Washington	West	0.00%	0.06%
Interview	Insurance Coverage	Washington	West	0.00%	0.11%
Interview	Insurance Defense	Washington	West	0.23%	0.03%
Interview	Intellectual Property - Litigation	Washington	West	0.09%	0.00%
Interview	Intellectual Property - Patent Prosecution	Washington	West	0.00%	0.11%
Interview	Labor & Employment	Washington	West	0.05%	0.00%
Interview	Litigation	Washington	West	1.20%	0.49%
Interview	Municipal Law	Washington	West	0.00%	0.03%
Interview	Patent Agents	Washington	West	0.09%	0.00%

Interview	Real Estate	Washington	West	0.05%	0.00%
Interview	Tax	Washington	West	0.00%	0.03%
Interview	Technology Transactions	Washington	West	0.09%	0.00%
Interview	Banking and Finance	Europe	Europe	0.00%	0.06%
Interview	Corporate	Europe	Europe	0.00%	0.11%

Status	Practice Area	Firm Location	Region	2020	2021
Placed	Corporate	Connecticut - Hartford	East	0.43%	0.00%
Placed	Tax	Connecticut - Hartford	East	0.43%	0.00%
Placed	Corporate	Connecticut - Other	East	0.00%	0.32%
Placed	Real Estate	Connecticut - Other	East	0.00%	0.32%
Placed	Banking and Finance	Delaware - Wilmington	East	0.00%	0.22%
Placed	Corporate	Delaware - Wilmington	East	0.00%	0.22%
Placed	Intellectual Property - Litigation	Delaware - Wilmington	East	0.87%	0.00%
Placed	Litigation	Delaware - Wilmington	East	0.00%	0.00%
Placed	Real Estate	Delaware - Wilmington	East	0.00%	0.22%
Placed	Bankruptcy	District of Columbia	East	0.22%	0.00%
Placed	Corporate	District of Columbia	East	0.00%	0.32%
Placed	Education	District of Columbia	East	0.00%	0.32%
Placed	Environmental and Land Use	District of Columbia	East	0.00%	0.22%
Placed	ERISA/Executive Compensation	District of Columbia	East	0.29%	0.00%
Placed	Family Law	District of Columbia	East	0.87%	0.00%
Placed	Food & Drug Administration	District of Columbia	East	1.74%	0.00%
Placed	Healthcare	District of Columbia	East	0.00%	0.32%
Placed	Intellectual Property - Litigation	District of Columbia	East	0.22%	0.00%
Placed	Intellectual Property - Patent Prosecution	District of Columbia	East	1.09%	0.00%
Placed	International Trade	District of Columbia	East	0.00%	0.00%
Placed	IP- Trademark/Copyright	District of Columbia	East	0.22%	0.00%
Placed	Labor & Employment	District of Columbia	East	0.94%	0.65%
Placed	Litigation	District of Columbia	East	1.59%	3.55%
Placed	Municipal Law	District of Columbia	East	0.00%	0.22%
Placed	Other	District of Columbia	East	0.65%	0.00%
Placed	Real Estate	District of Columbia	East	0.00%	0.22%
Placed	Tax	District of Columbia	East	0.87%	0.00%
Placed	Technology Transactions	District of Columbia	East	0.00%	0.65%
Placed	Bankruptcy	Florida - Miami	East	0.00%	0.65%
Placed	Construction	Florida - Miami	East	0.00%	0.16%
Placed	Corporate	Florida - Miami	East	0.00%	0.00%
Placed	Family Law	Florida - Miami	East	0.87%	0.00%
Placed	Insurance Coverage	Florida - Miami	East	0.00%	0.38%
Placed	Insurance Defense	Florida - Miami	East	0.00%	0.38%
Placed	Litigation	Florida - Miami	East	3.04%	1.67%
Placed	Maritime and Transportation	Florida - Miami	East	0.43%	0.00%
Placed	Litigation	Florida - Orlando	East	0.43%	0.00%
Placed	Tax	Florida - Orlando	East	0.00%	0.00%

Placed	Trust and Estates	Florida - Orlando	East	0.43%	0.00%
Placed	Antitrust and Competition	Florida - Tampa	East	0.43%	0.00%
Placed	Litigation	Florida - Tampa	East	0.43%	0.00%
Placed	Real Estate	Florida - Tampa	East	0.87%	0.00%
Placed	Banking and Finance	Florida - West Palm Beach/Ft. Lauderdale	East	0.00%	0.32%
Placed	Corporate	Florida - West Palm Beach/Ft. Lauderdale	East	0.00%	0.22%
Placed	Insurance Defense	Florida - West Palm Beach/Ft. Lauderdale	East	0.00%	0.00%
Placed	Litigation	Florida - West Palm Beach/Ft. Lauderdale	East	0.00%	0.22%
Placed	Real Estate	Florida - West Palm Beach/Ft. Lauderdale	East	0.00%	0.32%
Placed	Trust and Estates	Florida - West Palm Beach/Ft. Lauderdale	East	0.00%	0.22%
Placed	Banking and Finance	Maryland - Baltimore	East	0.00%	0.13%
Placed	Bankruptcy	Maryland - Baltimore	East	0.87%	0.13%
Placed	Corporate	Maryland - Baltimore	East	0.00%	0.77%
Placed	Energy and Oil & Gas	Maryland - Baltimore	East	0.00%	0.13%
Placed	ERISA/Executive Compensation	Maryland - Baltimore	East	0.43%	0.00%
Placed	Insurance Defense	Maryland - Baltimore	East	0.00%	0.00%
Placed	Labor & Employment	Maryland - Baltimore	East	0.43%	0.00%
Placed	Litigation	Maryland - Baltimore	East	0.87%	0.00%
Placed	Real Estate	Maryland - Baltimore	East	0.00%	0.13%
Placed	Corporate	Maryland - Other	East	0.00%	0.00%
Placed	Real Estate	Maryland - Other	East	0.00%	0.00%
Placed	Alcohol Beverage Law	Massachusetts - Boston	East	0.00%	0.22%
Placed	Antitrust and Competition	Massachusetts - Boston	East	0.00%	0.65%
Placed	Banking and Finance	Massachusetts - Boston	East	0.00%	0.00%
Placed	Bankruptcy	Massachusetts - Boston	East	0.00%	0.00%
Placed	Corporate	Massachusetts - Boston	East	0.00%	0.00%
Placed	Healthcare	Massachusetts - Boston	East	0.00%	0.22%
Placed	Intellectual Property - Litigation	Massachusetts - Boston	East	0.43%	0.00%
Placed	IP- Trademark/Copyright	Massachusetts - Boston	East	0.00%	0.32%
Placed	Labor & Employment	Massachusetts - Boston	East	0.00%	0.65%
Placed	Litigation	Massachusetts - Boston	East	0.87%	1.83%
Placed	Technology Transactions	Massachusetts - Boston	East	0.43%	0.00%
Placed	Trust and Estates	Massachusetts - Boston	East	0.00%	0.65%
Placed	Litigation	Massachusetts - Other	East	0.00%	0.65%
Placed	Corporate	New Hampshire	East	0.00%	0.65%
Placed	Corporate	New Jersey - Central	East	0.00%	0.65%
Placed	Insurance Defense	New Jersey - Central	East	0.00%	0.32%
Placed	Litigation	New Jersey - Central	East	0.00%	0.32%
Placed	Banking and Finance	New Jersey - Northern	East	0.00%	0.00%
Placed	Corporate	New Jersey - Northern	East	0.00%	0.00%

Placed	Family Law	New Jersey - Northern	East	0.87%	0.00%
Placed	Insurance Defense	New Jersey - Northern	East	0.00%	0.65%
Placed	Intellectual Property - Patent Prosecution	New Jersey - Northern	East	0.00%	0.00%
Placed	Labor & Employment	New Jersey - Northern	East	0.00%	0.00%
Placed	Litigation	New Jersey - Northern	East	0.87%	0.65%
Placed	Education	New York - Long Island	East	0.29%	0.00%
Placed	Immigration	New York - Long Island	East	0.00%	0.65%
Placed	Insurance Defense	New York - Long Island	East	0.00%	0.00%
Placed	Intellectual Property - Patent Prosecution	New York - Long Island	East	0.87%	0.00%
Placed	Labor & Employment	New York - Long Island	East	0.29%	0.00%
Placed	Litigation	New York - Long Island	East	0.29%	0.32%
Placed	Real Estate	New York - Long Island	East	0.00%	0.32%
Placed	Tax	New York - Long Island	East	0.00%	0.65%
Placed	Antitrust and Competition	New York - New York City	East	0.00%	0.32%
Placed	Banking and Finance	New York - New York City	East	1.74%	1.61%
Placed	Bankruptcy	New York - New York City	East	0.00%	0.97%
Placed	Construction	New York - New York City	East	0.00%	0.00%
Placed	Corporate	New York - New York City	East	2.61%	6.77%
Placed	Data Privacy	New York - New York City	East	0.00%	0.65%
Placed	Environmental and Land Use	New York - New York City	East	0.00%	0.32%
Placed	ERISA/Executive Compensation	New York - New York City	East	0.00%	0.65%
Placed	Family Law	New York - New York City	East	0.00%	0.65%
Placed	Immigration	New York - New York City	East	0.00%	0.65%
Placed	Insurance Coverage	New York - New York City	East	0.00%	0.22%
Placed	Insurance Defense	New York - New York City	East	0.00%	0.22%
Placed	Intellectual Property - Litigation	New York - New York City	East	0.00%	0.00%
Placed	Litigation	New York - New York City	East	2.61%	4.73%
Placed	Municipal Law	New York - New York City	East	0.00%	0.32%
Placed	Patent Agents	New York - New York City	East	0.87%	0.00%
Placed	Real Estate	New York - New York City	East	0.87%	1.29%
Placed	Tax	New York - New York City	East	0.00%	0.00%
Placed	Technology Transactions	New York - New York City	East	0.00%	0.00%
Placed	Trust and Estates	New York - New York City	East	0.00%	1.29%
Placed	Environmental and Land Use	New York - Rochester	East	0.43%	0.00%
Placed	Insurance Defense	New York - Rochester	East	0.00%	0.22%
Placed	Labor & Employment	New York - Rochester	East	0.00%	0.32%
Placed	Litigation	New York - Rochester	East	0.00%	0.54%
Placed	Municipal Law	New York - Rochester	East	0.00%	0.22%
Placed	Real Estate	New York - Rochester	East	0.43%	0.00%
Placed	Litigation	New York - Syracuse	East	0.00%	0.65%
Placed	Banking and Finance	New York - White Plains/Westchester	East	0.43%	0.00%
Placed	Intellectual Property - Litigation	New York - White Plains/Westchester	East	0.00%	0.00%
Placed	Litigation	New York - White Plains/Westchester	East	0.87%	0.00%

Placed	Municipal Law	New York - White Plains/Westchester	East	0.43%	0.00%
Placed	Real Estate	New York - White Plains/Westchester	East	0.00%	0.65%
Placed	Banking and Finance	North Carolina - Charlotte	East	0.87%	0.00%
Placed	Corporate	North Carolina - Charlotte	East	0.87%	0.00%
Placed	IP- Trademark/Copyright	North Carolina - Charlotte	East	0.00%	0.00%
Placed	Bankruptcy	North Carolina - Other	East	0.43%	0.00%
Placed	Litigation	North Carolina - Other	East	0.43%	0.00%
Placed	Patent Agents	Pennsylvania - Other	East	0.87%	0.00%
Placed	Banking and Finance	Pennsylvania - Philadelphia	East	0.00%	0.00%
Placed	Corporate	Pennsylvania - Philadelphia	East	0.00%	0.65%
Placed	Government and Government Relations	Pennsylvania - Philadelphia	East	0.00%	0.32%
Placed	Intellectual Property - Patent Prosecution	Pennsylvania - Philadelphia	East	0.00%	0.65%
Placed	Labor & Employment	Pennsylvania - Philadelphia	East	0.00%	0.65%
Placed	Litigation	Pennsylvania - Philadelphia	East	0.87%	0.97%
Placed	Real Estate	Pennsylvania - Philadelphia	East	0.00%	0.65%
Placed	Banking and Finance	Pennsylvania - Pittsburgh	East	0.00%	0.13%
Placed	Corporate	Pennsylvania - Pittsburgh	East	0.00%	0.34%
Placed	Energy and Oil & Gas	Pennsylvania - Pittsburgh	East	0.00%	0.22%
Placed	International Trade	Pennsylvania - Pittsburgh	East	0.00%	0.13%
Placed	Other	Pennsylvania - Pittsburgh	East	0.00%	0.13%
Placed	Real Estate	Pennsylvania - Pittsburgh	East	0.00%	0.34%
Placed	Litigation	Rhode Island	East	0.00%	0.65%
Placed	Bankruptcy	Virginia - Northern	East	0.87%	0.00%
Placed	Education	Virginia - Northern	East	0.00%	0.32%
Placed	Intellectual Property - Patent Prosecution	Virginia - Northern	East	0.43%	0.00%
Placed	Litigation	Virginia - Northern	East	0.00%	1.29%
Placed	Patent Agents	Virginia - Northern	East	0.00%	0.65%
Placed	Technology Transactions	Virginia - Northern	East	0.43%	0.00%
Placed	Trust and Estates	Virginia - Northern	East	0.00%	0.32%
Placed	Construction	Colorado - Denver	Midwest	0.00%	0.00%
Placed	Corporate	Colorado - Denver	Midwest	0.00%	0.00%
Placed	Energy and Oil & Gas	Colorado - Denver	Midwest	0.22%	0.00%
Placed	Environmental and Land Use	Colorado - Denver	Midwest	0.22%	0.00%
Placed	Family Law	Colorado - Denver	Midwest	1.16%	0.00%
Placed	Insurance Defense	Colorado - Denver	Midwest	0.51%	0.00%
Placed	Litigation	Colorado - Denver	Midwest	0.51%	0.00%
Placed	Real Estate	Colorado - Denver	Midwest	0.00%	0.00%
Placed	Data Privacy	Colorado - Other	Midwest	0.14%	0.00%
Placed	Energy and Oil & Gas	Colorado - Other	Midwest	0.14%	0.00%
Placed	Insurance Defense	Colorado - Other	Midwest	0.14%	0.00%
Placed	Labor & Employment	Colorado - Other	Midwest	0.14%	0.00%
Placed	Litigation	Colorado - Other	Midwest	0.14%	0.00%

Placed	Real Estate	Colorado - Other	Midwest	0.14%	0.00%
Placed	Antitrust and Competition	Illinois - Chicago	Midwest	0.00%	0.16%
Placed	Corporate	Illinois - Chicago	Midwest	0.00%	1.45%
Placed	Data Privacy	Illinois - Chicago	Midwest	0.00%	0.16%
Placed	Family Law	Illinois - Chicago	Midwest	0.00%	0.29%
Placed	Immigration	Illinois - Chicago	Midwest	0.00%	0.29%
Placed	Insurance Coverage	Illinois - Chicago	Midwest	0.00%	0.00%
Placed	Intellectual Property	Illinois - Chicago	Midwest	0.29%	0.00%
Placed	Intellectual Property - Patent Prosecution	Illinois - Chicago	Midwest	0.29%	0.00%
Placed	International Trade	Illinois - Chicago	Midwest	0.87%	0.00%
Placed	IP- Trademark/Copyright	Illinois - Chicago	Midwest	0.29%	0.16%
Placed	Labor & Employment	Illinois - Chicago	Midwest	0.00%	0.13%
Placed	Litigation	Illinois - Chicago	Midwest	0.00%	3.55%
Placed	Real Estate	Illinois - Chicago	Midwest	0.00%	1.10%
Placed	Tax	Illinois - Chicago	Midwest	0.00%	0.32%
Placed	Trust and Estates	Illinois - Chicago	Midwest	0.00%	0.13%
Placed	Litigation	Illinois - Other	Midwest	0.00%	0.00%
Placed	Litigation	Indiana - Indianapolis	Midwest	0.87%	0.00%
Placed	Municipal Law	Indiana - Indianapolis	Midwest	0.00%	0.65%
Placed	Litigation	Michigan - Ann Arbor	Midwest	0.00%	0.00%
Placed	Corporate	Michigan - Grand Rapids	Midwest	0.00%	0.32%
Placed	Intellectual Property - Patent Prosecution	Michigan - Grand Rapids	Midwest	0.43%	0.00%
Placed	IP- Trademark/Copyright	Michigan - Grand Rapids	Midwest	0.43%	0.00%
Placed	Real Estate	Michigan - Grand Rapids	Midwest	0.00%	0.32%
Placed	Litigation	Michigan - Other	Midwest	0.00%	0.00%
Placed	Bankruptcy	Minnesota - Minneapolis/St. Paul	Midwest	0.00%	0.32%
Placed	Corporate	Minnesota - Minneapolis/St. Paul	Midwest	0.00%	0.00%
Placed	Environmental and Land Use	Minnesota - Minneapolis/St. Paul	Midwest	0.00%	0.22%
Placed	Litigation	Minnesota - Minneapolis/St. Paul	Midwest	0.87%	1.18%
Placed	Real Estate	Minnesota - Minneapolis/St. Paul	Midwest	0.00%	0.22%
Placed	ERISA/Executive Compensation	Missouri - Kansas City	Midwest	0.00%	0.00%
Placed	Litigation	Missouri - Kansas City	Midwest	0.87%	0.65%
Placed	Patent Agents	Missouri - Kansas City	Midwest	0.00%	0.00%
Placed	Trust and Estates	Missouri - Other	Midwest	0.00%	0.65%
Placed	Corporate	Missouri - St. Louis	Midwest	0.43%	0.00%
Placed	Immigration	Missouri - St. Louis	Midwest	0.00%	0.00%
Placed	Litigation	Missouri - St. Louis	Midwest	0.00%	0.00%
Placed	Tax	Missouri - St. Louis	Midwest	0.43%	0.00%
Placed	Banking and Finance	Ohio - Cleveland	Midwest	0.29%	0.00%
Placed	Corporate	Ohio - Cleveland	Midwest	0.29%	0.00%
Placed	Healthcare	Ohio - Cleveland	Midwest	0.29%	0.00%
Placed	Intellectual Property - Patent Prosecution	Ohio - Cleveland	Midwest	0.00%	0.65%

Placed	Labor & Employment	OHIO - Cleveland	Midwest	0.87%	0.00%
Placed	Litigation	South Dakota	Midwest	0.00%	0.00%
Placed	Bankruptcy	Wisconsin - Milwaukee	Midwest	0.00%	0.22%
Placed	Healthcare	Wisconsin - Milwaukee	Midwest	0.00%	0.38%
Placed	Insurance Coverage	Wisconsin - Milwaukee	Midwest	0.00%	0.16%
Placed	Litigation	Wisconsin - Milwaukee	Midwest	0.00%	0.38%
Placed	Municipal Law	Wisconsin - Milwaukee	Midwest	0.00%	0.16%
Placed	Intellectual Property - Litigation	Wisconsin - Other	Midwest	0.43%	0.00%
Placed	Litigation	Wisconsin - Other	Midwest	0.43%	0.00%
Placed	Labor & Employment	Alabama	South	0.87%	0.00%
Placed	Litigation	Alabama	South	0.87%	0.00%
Placed	Banking and Finance	Georgia - Atlanta	South	0.00%	0.00%
Placed	Construction	Georgia - Atlanta	South	0.00%	0.16%
Placed	Corporate	Georgia - Atlanta	South	0.87%	0.00%
Placed	Food & Drug Administration	Georgia - Atlanta	South	0.43%	0.00%
Placed	Insurance Coverage	Georgia - Atlanta	South	0.00%	0.22%
Placed	Insurance Defense	Georgia - Atlanta	South	0.00%	0.38%
Placed	Intellectual Property	Georgia - Atlanta	South	0.43%	0.00%
Placed	Intellectual Property - Litigation	Georgia - Atlanta	South	0.00%	0.65%
Placed	Labor & Employment	Georgia - Atlanta	South	0.00%	0.16%
Placed	Litigation	Georgia - Atlanta	South	0.87%	0.38%
Placed	Real Estate	Georgia - Atlanta	South	1.74%	0.00%
Placed	Tax	Georgia - Atlanta	South	0.43%	0.00%
Placed	Trust and Estates	Georgia - Atlanta	South	0.43%	0.00%
Placed	Labor & Employment	Georgia - Other	South	0.00%	0.32%
Placed	Trust and Estates	Georgia - Other	South	0.00%	0.32%
Placed	Bankruptcy	Louisiana - New Orleans	South	0.00%	0.65%
Placed	Labor & Employment	North Carolina - Other	South	0.00%	0.32%
Placed	Litigation	North Carolina - Other	South	0.00%	0.32%
Placed	Trust and Estates	North Carolina - Other	South	0.00%	0.65%
Placed	Litigation	North Carolina - Research Triangle	South	0.00%	0.65%
Placed	Trust and Estates	North Carolina - Research Triangle	South	0.00%	0.65%
Placed	Corporate	South Carolina - Other	South	0.00%	0.00%
Placed	Corporate	Texas - Austin	South	0.00%	0.22%
Placed	Entertainment and New Media	Texas - Austin	South	0.29%	0.00%
Placed	Labor & Employment	Texas - Austin	South	0.29%	0.00%
Placed	Litigation	Texas - Austin	South	0.29%	0.22%
Placed	Real Estate	Texas - Austin	South	0.00%	0.22%
Placed	Bankruptcy	Texas - Dallas-Ft.Worth	South	1.74%	0.00%
Placed	Corporate	Texas - Dallas-Ft.Worth	South	0.29%	0.00%
Placed	Energy and Oil & Gas	Texas - Dallas-Ft.Worth	South	0.29%	0.00%
Placed	ERISA/Executive Compensation	Texas - Dallas-Ft.Worth	South	0.00%	0.32%
Placed	Labor & Employment	Texas - Dallas-Ft.Worth	South	0.00%	0.00%
Placed	Litigation	Texas - Dallas-Ft.Worth	South	0.29%	0.00%
Placed	Trust and Estates	Texas - Dallas-Ft.Worth	South	0.00%	0.32%

Placed	Banking and Finance	Texas - Houston	South	0.43%	0.00%
Placed	Energy and Oil & Gas	Texas - Houston	South	0.00%	0.22%
Placed	Insurance Defense	Texas - Houston	South	0.43%	0.00%
Placed	Litigation	Texas - Houston	South	0.43%	0.22%
Placed	Real Estate	Texas - Houston	South	0.43%	0.22%
Placed	Corporate	Arizona - Phoenix	Southwest	0.00%	0.00%
Placed	Energy and Oil & Gas	Arizona - Phoenix	Southwest	0.00%	0.16%
Placed	Environmental and Land Use	Arizona - Phoenix	Southwest	0.00%	0.16%
Placed	Government and Government Relations	Arizona - Phoenix	Southwest	0.00%	0.16%
Placed	Intellectual Property - Patent Prosecution	Arizona - Phoenix	Southwest	0.00%	0.65%
Placed	Litigation	Arizona - Phoenix	Southwest	0.00%	0.16%
Placed	Trust and Estates	Arizona - Phoenix	Southwest	0.00%	0.65%
Placed	Litigation	Colorado - Denver	Southwest	0.00%	1.29%
Placed	Real Estate	Colorado - Denver	Southwest	0.00%	0.65%
Placed	Banking and Finance	Nevada - Las Vegas	Southwest	0.17%	0.00%
Placed	Corporate	Nevada - Las Vegas	Southwest	0.17%	0.00%
Placed	Insurance Defense	Nevada - Las Vegas	Southwest	0.17%	0.00%
Placed	Litigation	Nevada - Las Vegas	Southwest	0.17%	0.00%
Placed	Real Estate	Nevada - Las Vegas	Southwest	0.17%	0.00%
Placed	Family Law	New Mexico - Albuquerque	Southwest	0.00%	0.13%
Placed	Insurance Defense	New Mexico - Albuquerque	Southwest	0.00%	0.13%
Placed	Litigation	New Mexico - Albuquerque	Southwest	0.00%	0.13%
Placed	Other	New Mexico - Albuquerque	Southwest	0.00%	0.13%
Placed	Workers Compensation	New Mexico - Albuquerque	Southwest	0.00%	0.13%
Placed	Intellectual Property - Patent Prosecution	Utah	Southwest	0.87%	0.00%
Placed	Corporate	California - Los Angeles	West	0.00%	0.00%
Placed	Education	California - Los Angeles	West	0.00%	0.00%
Placed	Entertainment and New Media	California - Los Angeles	West	0.00%	0.32%
Placed	Immigration	California - Los Angeles	West	0.00%	0.65%
Placed	Insurance Defense	California - Los Angeles	West	0.00%	0.00%
Placed	Labor & Employment	California - Los Angeles	West	0.43%	0.00%
Placed	Litigation	California - Los Angeles	West	2.17%	0.32%
Placed	Trust and Estates	California - Los Angeles	West	0.87%	0.65%
Placed	Insurance Defense	California - Los Angeles - Downtown	West	0.00%	0.22%
Placed	Labor & Employment	California - Los Angeles - Downtown	West	0.00%	0.00%
Placed	Litigation	California - Los Angeles - Downtown	West	0.00%	2.47%
Placed	Maritime and Transportation	California - Los Angeles - Downtown	West	0.00%	0.22%
Placed	Municipal Law	California - Los Angeles - Downtown	West	0.00%	0.00%
Placed	Real Estate	California - Los Angeles - Downtown	West	0.00%	0.32%
Placed	Bankruptcy	California - Los Angeles - Westside	West	0.00%	0.13%
Placed	Corporate	California - Los Angeles - Westside	West	0.00%	0.00%
Placed	Data Privacy	California - Los Angeles - Westside	West	0.00%	0.32%

Placed	Energy and Oil & Gas	California - Los Angeles - Westside	West	0.00%	0.00%
Placed	Entertainment and New Media	California - Los Angeles - Westside	West	0.00%	0.00%
Placed	Environmental and Land Use	California - Los Angeles - Westside	West	0.00%	0.13%
Placed	Government and Government Relations	California - Los Angeles - Westside	West	0.00%	0.13%
Placed	Insurance Coverage	California - Los Angeles - Westside	West	0.43%	0.00%
Placed	Labor & Employment	California - Los Angeles - Westside	West	0.00%	0.32%
Placed	Litigation	California - Los Angeles - Westside	West	2.17%	0.77%
Placed	Real Estate	California - Los Angeles - Westside	West	0.87%	0.13%
Placed	Labor & Employment	California - Oakland/East Bay	West	0.43%	0.00%
Placed	Litigation	California - Oakland/East Bay	West	1.30%	0.00%
Placed	Real Estate	California - Oakland/East Bay	West	0.00%	0.00%
Placed	Antitrust and Competition	California - Orange County	West	0.14%	0.00%
Placed	Construction	California - Orange County	West	0.43%	0.00%
Placed	Corporate	California - Orange County	West	0.43%	0.00%
Placed	Environmental and Land Use	California - Orange County	West	0.00%	0.65%
Placed	Government and Government Relations	California - Orange County	West	0.14%	0.00%
Placed	Healthcare	California - Orange County	West	0.00%	0.00%
Placed	Immigration	California - Orange County	West	0.87%	0.00%
Placed	Intellectual Property	California - Orange County	West	0.14%	0.00%
Placed	Intellectual Property - Litigation	California - Orange County	West	0.14%	0.00%
Placed	IP- Trademark/Copyright	California - Orange County	West	0.14%	0.00%
Placed	Litigation	California - Orange County	West	1.01%	0.65%
Placed	Real Estate	California - Orange County	West	0.00%	0.00%
Placed	Education	California - Other	West	0.29%	0.00%
Placed	Healthcare	California - Other	West	0.00%	0.00%
Placed	Insurance Coverage	California - Other	West	0.00%	0.00%
Placed	Labor & Employment	California - Other	West	0.72%	0.00%
Placed	Litigation	California - Other	West	1.59%	0.65%
Placed	Municipal Law	California - Other	West	0.00%	0.00%
Placed	Environmental and Land Use	California - Sacramento	West	0.00%	0.32%
Placed	Labor & Employment	California - Sacramento	West	0.00%	0.32%
Placed	Litigation	California - Sacramento	West	0.00%	0.65%
Placed	Trust and Estates	California - Sacramento	West	0.00%	0.65%
Placed	Banking and Finance	California - San Diego	West	0.00%	0.32%
Placed	Corporate	California - San Diego	West	0.00%	0.32%
Placed	Labor & Employment	California - San Diego	West	0.00%	0.00%
Placed	Litigation	California - San Diego	West	0.00%	0.65%
Placed	Antitrust and Competition	California - San Francisco	West	0.00%	0.32%
Placed	Data Privacy	California - San Francisco	West	0.00%	0.00%
Placed	Environmental and Land Use	California - San Francisco	West	0.00%	0.97%
Placed	ERISA/Executive Compensation	California - San Francisco	West	0.00%	0.00%
Placed	Intellectual Property	California - San Francisco	West	0.00%	0.32%
Placed	Intellectual Property - Litigation	California - San Francisco	West	0.29%	0.00%

Placed	IP- Trademark/Copyright	California - San Francisco	West	0.29%	0.00%
Placed	Labor & Employment	California - San Francisco	West	1.30%	0.00%
Placed	Litigation	California - San Francisco	West	3.33%	0.32%
Placed	Banking and Finance	California - Silicon Valley/San Jose	West	0.43%	0.00%
Placed	Corporate	California - Silicon Valley/San Jose	West	0.43%	0.00%
Placed	Intellectual Property - Patent Prosecution	California - Silicon Valley/San Jose	West	0.87%	0.00%
Placed	IP- Trademark/Copyright	California - Silicon Valley/San Jose	West	0.00%	0.00%
Placed	Litigation	California - Silicon Valley/San Jose	West	0.87%	0.65%
Placed	Labor & Employment	Idaho	West	0.43%	0.00%
Placed	Litigation	Idaho	West	0.43%	0.00%
Placed	Environmental and Land Use	Oregon - Portland	West	0.87%	0.00%
Placed	Litigation	Oregon - Portland	West	0.00%	0.00%
Placed	Real Estate	Oregon - Portland	West	0.00%	0.00%
Placed	Antitrust and Competition	Washington - Seattle	West	0.43%	0.00%
Placed	Corporate	Washington - Seattle	West	0.00%	0.22%
Placed	Data Privacy	Washington - Seattle	West	1.74%	0.00%
Placed	Government and Government Relations	Washington - Seattle	West	0.00%	0.22%
Placed	Healthcare	Washington - Seattle	West	0.00%	0.32%
Placed	Insurance Coverage	Washington - Seattle	West	0.00%	0.32%
Placed	Insurance Defense	Washington - Seattle	West	0.87%	0.00%
Placed	Intellectual Property - Patent Prosecution	Washington - Seattle	West	0.00%	0.65%
Placed	Litigation	Washington - Seattle	West	2.61%	1.51%
Placed	Patent Agents	Washington - Seattle	West	0.87%	0.00%
Placed	Tax	Washington - Seattle	West	0.00%	0.00%
Placed	Technology Transactions	Washington - Seattle	West	0.43%	0.00%

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2021 Legal Market: Why This Could Mark A Turning Point

The legal industry has never seen a year like 2021 before. Recent research of the legal market suggests that disruptions to law firm operations could provide the impetus the industry needs to adapt to the competitive realities of the market. The unprecedented events of 2020 could lead to permanent changes in the legal market, including law firm business models, the use of technology, and flexibility in staffing.

Although the COVID-19 situation has been harsh, it provides firms with the opportunity to use the new skills, technologies, and experiences they've gained during the crisis to generate sustainable competitive advantages during the post-COVID-19 period.

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Evolving Market

With the Great Recession behind us, the legal services market has been slowly but inevitably moving toward a new delivery model. Evidence of this shift is found in:

Changes in the roles and expectations of clients;

Pricing and technology; and

The growth of competition (including from non-traditional providers).

These factors have led to a more efficient, predictable, and cost-effective delivery model.

However, one thing has not changed - resistance from law firm partners. Partners largely turn a blind eye to the need for change, despite senior management's embrace of it. It is consistent with the findings of Altman Weil's 2020 Law Firms in Transition survey. More than half of the law firm leader respondents gave firms poor grades on how serious they were about offering clients more value (rather than just reducing rates). About 70% of firms cited "partners' resistance to most change efforts" as why they do not do more.

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Seizing Opportunity

Current conditions could present a ripe and unprecedented opportunity for getting past previous hurdles. Among the reasons for "serious change to finally accelerate" are:

Acceptance of Remote Work: Despite remote working arrangements becoming more common in other sectors and boasting obvious advantages, law firms have long refused to adopt them. Nevertheless, the COVID-19 pandemic forced firms to allow staff to work from home. Law firm leaders' fears turned out to be largely unfounded. Researchers have found that lawyers, including partners, increasingly embrace remote working.

Technology's Role in Delivering Legal Services: There are signs that we may be able to look back on the COVID-19 crisis as a moment that accelerated many of the changes the legal industry had resisted and introduced new ones. After being forced to adapt, partners are often more accepting of technology's role in effectively delivering legal services. As a result, they may be more willing to explore new delivery models. According to one study, eighty-four percent of firms plan to increase their technology budgets.

Persistent Client Pressures: During the pandemic, clients' desire for more value from their attorneys has not diminished.

The Wave of Operational Adjustments: Many firms have been forced to consider changes to operations for the first time. These include reorganizing space planning, developing new training programs, revising technology strategies and investments, revamping marketing and business development strategies, and ensuring staff safety and well-being. New delivery models could also be facilitated due to this type of momentum.

Savvy law firms will take advantage of the pandemic to achieve competitive advantages for years to come.

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Positioning for the Future

Some long-standing economic problems remain for many firms, including issues with productivity and underperforming attorneys, recruitment and retention, and billing and collections.

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Sidebar: What Happened During the Pandemic?

Unsurprisingly, the pandemic led to some significant changes.

In virtually all law firm practices, except for bankruptcy and reorganization, demand fell beginning in March 2020 (as reflected by total billable hours). Nevertheless, many firms were able to raise their rates last year.

The firms also reduced partner draws, cut salaries, furloughed support staff, and terminated moneymakers and support staff. Profits per equity partner increased significantly over last year, a surprise.

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Trends Transforming The Legal Industry Outlook For 2022

Many people find the legal field to be highly appealing. In addition, the law directly impacts the lives of many people. Lawyers are needed throughout a person's life, from marriage to employment and beyond. Several areas of law and how it is practiced are expected to be affected by these trends. According to those closely following the industry, lawyers and their many clients will continue to be affected by retiring baby boomers, new technology, and globalization. This industry is characterized by change.

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Baby Boomer Impact

The baby boomer generation remains one of the largest in history. As they continue to retire in large numbers, this will impact the general workforce in all regions. A similar situation exists in the legal profession. There will be a massive impact on the legal industry from the seventy-five million members of this cohort. Lawyers can expect more demand for assistance with areas of law such as retirement planning and passing assets to the next generation.

Additionally, they can expect an increase in demand for legal services that pertain to elder care. Regardless of where their parents live or what they do, adult children want to protect their parents. Attorneys can assist with nursing home issues, hospital treatments, and more. In addition, baby boomers will want to ensure their assets remain intact throughout their retirement.

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Electronic Discovery

There can be a lot of complexity in legal procedures. Efforts are being made to streamline this process and make it easier. Technology has impacted all aspects of law and will continue to do so in the coming year. One such area is discovery. In this process, each side examines what items they have at their disposal that may be relevant to a case. The process can be complex and requires effort from all parties involved. As any legal process continues, e-discovery can be used to make this more manageable and less stressful for everyone involved. E-discovery now exceeds \$2 billion in revenue. Usage is expected to continue to increase this year and going forward.

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Global Legal Markets

Legal issues transcend international border, and other parts of the world are experiencing growth. The global legal services market is expected to reach over \$5.7 billion in the coming years. Due to how huge this market segment remains, it is not surprising that law firms are looking for ways to expand directly into this market. Furthermore, they are exploring how they can capture a piece of the global legal practice of foreign investments in the United States. These legal interactions will continue to drive the market and law firm planning.

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Increased Demand

The legal services industry dominates world markets. According to those who closely monitor the industry, legal services will continue to be in high demand. After a growth rate of more than one percent last year, this trend is expected to continue for the foreseeable future. Many different methods will be used to meet this increased industry demand. If you are thinking about entering this industry for the first time, it's a good idea to know what kind of prospects you can expect. New entrants to the legal field should also understand the types of law areas that will experience growth before they decide to make this their career. Several law areas are expected to grow in the new year.

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Legal Process Outsourcing

The legal profession is always looking for ways to make processes more efficient so that all lawyers can get their work done. Various forms of efficient assistance are available. The new year has seen an increase in legal process outsourcing. As part of this process, we break down different areas of law and think about the best ways to reduce all the costs associated with them. In many practice areas, this kind of legal help results in lower costs. It is expected that this industry will generate revenues of more than \$35 billion in the coming years. The legal industry insiders feel that this brings new opportunities for those who can take full advantage of them and provide the labor that lawyers in the United States and worldwide to do their jobs well.

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Limits on Billable Hours

Lawyers have traditionally been expected to bill at least 1950 hours each year to earn a top salary. It can be challenging for lawyers to balance their work and personal lives due to these hours, making it more challenging to concentrate on legal matters at work. Changes are being made to improve this situation. Even for new associates, the judiciary seeks ways to minimize the stress associated with practicing law.

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Mergers and Acquisition

Many factors influence business law. Companies involved in mergers and acquisitions are one such factor. For everything to be done correctly, this form of business requires a great deal of legal attention. As in previous years, this sector is expected to bring in nearly five billion dollars. In the world of business law, law firms that specialize in this area of law are likely to continue to grow. In the United States and other parts of the world, business law is likely a growing field for law firms.

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New Path for Big Law Firms

Several of the largest law firms in the country are looking for new ways to help their clients. They not only practice law for their clients, but they also offer assistance to other law firms. These big law firms are expensive. To get rid of this image, they participate in a new kind of sector called "New Law." Doing so allows them to contract with lawyers more efficiently and respond quickly to challenges in the legal industry right now. As a result, they will remain competitive and continue to grow.

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Paralegal Jobs

The role of a paralegal is to help lawyers do their jobs more effectively. Various reasons motivate people to become paralegals. A few are trying to determine whether they want to pursue a career in law. Others want to work part-time and do other activities, such as caring for a loved one while working in the legal field. To succeed in the global marketplace, lawyers need support for their legal ventures, which makes all the difference to their success. Being a paralegal offers a steady career to those who wish to pursue it. According to the American government, this occupation is expected to grow faster than average. Anyone looking to get a certificate for entry into this area of the economy can consider it a good choice.

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Part-Timers

Many workers are trying to balance their need for work with their desire to enjoy the world around them. Making a living is essential to them, but it's also crucial to be part of the community at large. The legal profession is no different. With job growth exceeding 180,000 in the United States each month, many people, including those in the legal profession, are finding that they prefer to pick and choose which projects they work on. Thus, it may be good to consider a part-time job in the legal field. By accepting part-time work, people can earn money to pay their bills and pay off law school debt simultaneously; law firms can have

additional staff on hand throughout the year.

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Predictions for Legal Technology in 2022

By 2024, 50% of the legal work associated with key business transactions will be automated. By 2025, at least 25% of a company's legal technology spending will go to non-professional providers.

In legal departments, non-lawyer workers will replace 20% of generalist lawyers by 2024.

Efficiency is becoming increasingly crucial as workloads increase and budgets tighten. The legal department must improve its processes, legal technology, analytics, and other digitization methods to support the workload.

Despite pandemic-caused lows, corporate transaction work has recovered, increasing demand. Mergers and acquisitions will increase as corporations recover from the epidemic in the coming years.

For legal technology to succeed, a multi-year plan must adapt to changes in the corporate environment and technological advancements. According to a poll of legal experts, the percentage of legal budgets spent on technology is expected to triple by 2025.

Only 37% of lawyers wanted to work remotely before the pandemic. Today, 75% wish to work from home. Especially in conventional firms where face-to-face interaction with partners is so important, if lawyers push to work from home while law firms call them back to the office, this will impact law firm culture.

Even though the economy is still uncertain, it appears that lawyers returning to their office is essential to the law firm's culture - and many larger clients are pressing for more in-person meetings.

Technology helped us through the pandemic and will continue to make us more efficient, but there is a human element to practicing law and serving clients. Is this a sign that, at least in part, the jury is still out on what the future of law practice might look like? Yes, I believe it is.

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Conclusion

The legal field has been experiencing a lot of change in the past few years, and it appears that these changes are not slowing down. Lawyers want to work remotely more often than before the pandemic hit; however, many law firms have concluded that returning lawyers to their office is critical for maintaining the corporate culture. The jury may still be out on what the future of practicing law will look like - but one thing remains clear: technology helped us through the pandemic and will continue making us more efficient in our jobs. What do you think about this significant shift in how we practice law? Is there anything else you would add to this article? Let us know! We're here to help with your marketing needs so don't hesitate to get in touch if you have any questions.